

## **ABSTRACT**

*This study examines employee perceptions of compensation and benefit transparency and its implications for employee trust at Group Company X, Cikarang, Indonesia*

*A mixed method sequential explanatory design was used, combining a questionnaire survey of 63 employees with Focus Group Discussion involving 12 informants grouped into three categories: Group A (low perception), Group B (moderate), and Group C (high).*

*Questionnaire results showed both transparency perceptions and trust were very high, at 4,23 and 4,33. FGDs, however, revealed deeper differences: Group A identified concrete gaps like payslips with no deduction details, unclear reimbursement rules, and information only shared when asked. Group B was satisfied as long as management stayed open to dialogue. Group C, mostly senior employees, built trust through years of shared experience rather than formal information. Length of service proved to be a key factor in how employees interpret transparency.*

**Keywords:** *compensation transparency, benefits, employee trust, mixed method, sequential explanatory*

