

## ABSTRACT

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*This application is used to manage PT. Industri Telekomunikasi Indonesia to outsource payroll. There are several problems in payroll management, and it affects the calculating of income tax and recording accounting. The outsource employees salary calculation in this company is based on Key Performance Indicators. And the basic calculation for Key Performance Indicators are percentages of employees attendance and employees performance. An inaccurate record of employees attendance will result in an erroneous Key Performance Indicators result. This application is made to solve the problem in the process of the company. The method that is used by this application for the research is waterfall model, the salary calculation will be based on employees Key Performance Indicators, and the tax is calculated based on the PPh 21. The application was created by using PHP programming language with CodeIgniter framework and MySQL database. And it tested by using Black Box Testing method.*

*Keywords: Application; Payroll; Key Performance Indicators; Tax.*