

## **ABSTRACT**

*Employees are a source of assets owned by companies that can assist companies in achieving company goals. Employee job satisfaction, among others, can be represented one of them by the indicator of satisfaction to the compensation received. PT XYZ as a company established since 2016 is a start-up company that is engaged in android / apps developer. Currently, PT XYZ is experiencing performance downturn in the Engineering Division. According to the interviews of the Technical Division Manager and the Head of Application Development Division, the salary they received was not fair internally because the salary for the equivalent position was the same, because the workload was considered similar. In this research will be carried out the determination of take home pay with point system method. This method is deemed most suitable, since it is analytical, in which positions are assessed according to a number of factors in detail, and the value of each position is expressed in numerical form. The result of this method, the Relative Position Value (NRJ). With the NRJ generated, the largest percentage increase in take-home pay rate is obtained by the position of Application Maintenance Staff at 20%, the smallest take-home pay increase is obtained by the Technical Division Supervisor and Application Development Division at 6%, while the Staff of Application Development no change in take home pay (0% change percentage). This study aims to provide a fair take home pay proposal internally and internally with an increase of less than 15% to the maximum amount of take home pay changes provided by the company.*

**Kata kunci:** *take home pay, job evaluation, point system method*