

ABSTRACT

PT XYZ Sukabumi is a branch company of PT XYZ that is involved in the distribution of fast moving consumer and non-consumer goods. It has about 33 branches all around West Java, East Java, and Central Java, centered in Bandung. PT XYZ gave salary based on the number of attendance and position. This has not provided justice for its employees because each position has a different job description, different levels of difficulty and distinct problems. In that case, PT XYZ needed a payroll system to evaluate 23 positions. To conduct this job evaluation, PT XYZ need the right method. The right method for this problem is the Cullen Egan Dell method. For the design of the salary calculation, PT XYZ chose the Average Pay Strategy as the proposed strategy.

From the calculation results, it based the proposed salary on the relative value of the position. From these results, employee salaries have increased by 36% from the previous salary.

Keywords: Job Evaluation, Job Description, Payroll System, Cullen Egan Dell