

## ABSTRACT

*PT. Graha Sarana Duta is a subsidiary of PT. Telekomunikasi Indonesia Tbk. which is running their business in property. Currently PT. Graha Sarana Duta facing a problem in the human resources of the company. The problem is a high turnover rate. Based on many reasons from an employee who does turnover, compensation factor is the biggest factor for employee Division of Property Management Service in not being settled on company. The current compensation system is based by the process of job evaluation. PT. Graha Sarana Duta using Point System Methods in existing job evaluation process. Job evaluation process which is currently adopted in the PT. Graha Sarana Duta, has no real sense of satisfaction and fairness for employees in the Division of Property Management Services .The total value based on existing job evaluation process for the Division of Property Management Service at 672 point, the smallest compared to other divisions in the Directorate of Operations & Marketing (Division of Security Service: 686, Division of Operation: 704, Division Marketing: 718).*

*In conducting a job evaluation process, the selection of appropriate methods of job evaluation is a crucial things to make sure that methods could describe the real condition of the positions in the company. Cullen Egan Dell method developed by Mercer consulting organization, recently became more popular and used by many international companies. In the method of Cullen Egan Dell, conducted the assessment of qualitative factors such as expertise, judgement, and accountability that is subsequently transformed to a quantitative assessment of the value of letters and numeric values. This system provide a more objective and real to all existing positions in the Division of Property Management Service. For example, the value of position Vice President Property Management Service for factors expertise, judgment, and accountability are respectively 177, 169, and 309. With these values will result in the design of fixed salary of Rp. 12,658,038.75. Furthermore, the value of fixed salary will be divided based on a predetermined composition.*

*Composition values are set for the compensation system improvements Property Management Services Division is 60%: 40%. The reason for choosing this composition is Past Service Liability (PSL) of company will not be increased significantly. On the other hand, the basic salary employees will also be increased, as the problems now faced by PT. Graha Sarana Duta. For example, the composition of which has been determined, then the amount of the basic salary and allowances for Vice President of Property Management Service is Rp 7,594,823.25. and Rp. 5,063,215.50. Compensation value increases around Rp. 3,683,038.75, the amount was deemed sufficient to answer the problems of the existing compensation system issues that are considered employees of the Division of Property Management Service is not big enough.*

*Keywords: Human Resources, Remuneration System, Job Evaluation, Cullen Egan Dell*