

ABSTRACT

Padma Hotel Bandung is a five-star hotel located at an altitude of one thousand and fifty meters from sea level with views of the valley and natural hills. Currently the system of salary is done based on the process of evaluating the position of existing positions in Padma Hotel Bandung. The process of evaluating the position of Padma Hotel Bandung using Job Ranking method, this method compares all the work with each other and group them in order of size or value of them to company. The difference between job rank and analytical methods such as rating points rating is that job rankings do not seek to measure judgments.

It is considered not to provide justice to its employees, because in every position has a different job description, different difficulty levels and different problems. To design the payroll system required by Padma Hotel Bandung today, then that must be done first is to conduct an evaluation of positions. Evaluation of the position must be done by using the appropriate method, so it can generate the relative value of positions that will be used as the basis for the appropriate salary.

The exact method for this problem is the Cullen Egan Dell method. The Cullen Egan Dell method is designed to consistently rank appointments (consistently interpreted as a result of the same assessment even if the evaluations of the positions are performed by different evaluators and at different times), so in addition to providing a shorter evaluation time for the company, the Cullen Egan Dell Method still provide accurate results of the evaluation of positions for the company. According to Mercer (1996), there are three main factors that must be considered in determining the compensation system based on job evaluation on a company, the three factors are expertise (knowledge & experience, breadth, interpersonal skill), judgment (job environment and reasoning), and accountability (independence & influence, impact, involvement).

The result of Cullen Egan Dell method is the relative value of the position which will be processed by using linear regression equation. After that obtained formula salary calculation proposal that is expected able to solve problem of injustice experienced by employees Padma Hotel Bandung.

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