

## **ABSTRACT**

*When a company run their activity, that company must have some strategy to achieve their goal. To acheive their goal, the company can't just rely on their technology and their tools. A company is depending on their worker performances. And for increasing their worker performance they must decide a fair compensation to support the working process from their worker. PT XYZ is a company that engaged in property, sales, construction, printing, workshop and transport. PT XYZ enforcing a same salary for every position level because the company assuming every position level have the same workload. With this condition the remuneration is not fair because the company didn't consider the difference in the workload. In this research the remunertaion is determine using point system method. This method considered the most suitable, beacause it's analitic, where the position value is stated by number. The result is relative value of position to be the basis for the payroll change. the result of this is research is the total remuneration of staff, manager except the general affair manager and the general manager level is changed. As for assistant manajer and general manager affair didn't change.*

**Keyword** : *point system, job evaluation, basic salary*