

ABSTRACT

Telkom University is a private tertiary institution organized by Telkom Education Foundation located in Bandung Regency, West Java. In granting Structural Allowances to Academic Support Staff employees at Telkom University based on structural positions, each position that is equivalent in structural level will receive the same Structural Allowances. This is not felt to provide justice to employees, because in each position has a different Job Description, different levels of difficulty and a variety of different problems. To design a proposal for the improvement of the Structural Allowances for Academic Support Staff employees at Telkom University at this time, the first thing to do is to evaluate the position. Job evaluations must be carried out using appropriate methods, so as to produce the relative value of the position which will later be used as the basis for granting appropriate structural benefits.

To solve this problem the method chosen is the Dell Cullen Egan method. This method was chosen because it evaluates the position from the viewpoint of input, process and output. The factors used to calculate the relative value of the position already represent the overall work attributes of the position. In addition, the Cullen Egan Dell method has very detailed parameters and makes it easier for the assessor to make an assessment and can produce an accurate relative position value.

The result of the Cullen Egan Dell method is the relative value of the position which will be processed using linear regression equations. After that the structural allowance calculation formula is obtained which is expected to be able to solve the problem of injustice experienced by Telkom University academic support staff.

Keywords: Job Evaluation, Academic Support Staff, Structural Allowances, Cullen Egan Dell.