

ABSTRACT

Kemplang 666 industry by Mr. Asun is an business that focus on food sector, especially Kemplang. The kind of Kemplang that produced by this industry is fried Kemplang. This research focus on the packing section of Kemplang 666 industry, because in this section there was a problem, that is the less of loyalty labourer, caused there are some reasons, such cheap salary and the overtime of working without incentive. To solve the problem, Mr. Asiun want to reviewing about the salary, particular on packing section to avoid the both sides having damage. Therefore occurs an analysis of wage incentive determination, so that can be served as guidelines to provide wage incentive for labourer, specially on packing section.

At first the salary received by labourer an packing section is 1.468.166,00 rupiahs for one month. The research doing the calculation about salary and incentive of labourer with consider about how many output that produced by everyone at the each working station, by using the method of Pieces Rate. Standard output of filling and packing station for one month is 8.550 packs for one person with rate about 230,917 rupiahs for a pack while standard output of pressing station for one month is 15.900 packs for one person, with a rate about 124,172 rupiahs for a pack.

If the company give an additional wages about 1.974.346,00 rupiahs for one month, so the benefits received by companies about 167.079.42 for every month, and this is higher than before.

Keywords: standard output, salary incentive labourer, Pieces Rates method.