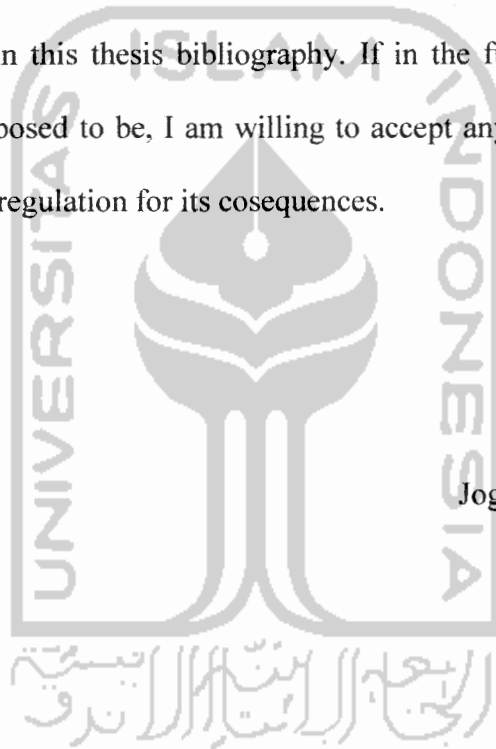


Statement of plagiarism

Herein I declare the originality of this thesis; there is no other work which has ever been presented to obtain any university degree, and in my concern there is neither one else's opinion nor published written work except acknowledged quotations relevant to the topic of this thesis which have been stated or listed in this thesis bibliography. If in the future this statement is not proven as it supposed to be, I am willing to accept any sanction complying with the determine deregulation for its consequences.

Jogjakarta, December 2, 2005



Chapter II Review of Related Literature

This chapter's contents are theoretical review and theoretical framework. The discussions are about the objective and components of the compensation system.

Chapter III Research Subject

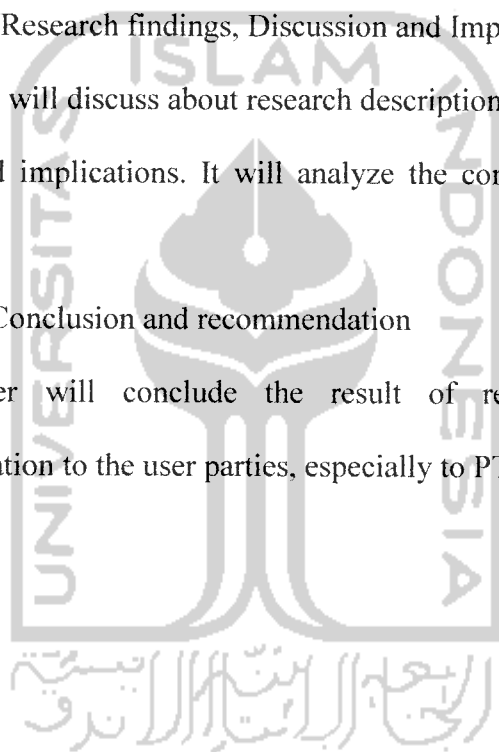
This chapter will discuss about company history International and in Indonesia.

Chapter IV Research findings, Discussion and Implications

This chapter will discuss about research description, research findings and implications. It will analyze the compensation system used by company.

Chapter V Conclusion and recommendation

This chapter will conclude the result of research and try to give recommendation to the user parties, especially to PT. LUXINDO RAYA.



- If in one division there are three new comers who join in three month continuously and in that period they are success to sell product, company will give another bonus to that supervisor:

Rp. 100,000,- for sell 1 unit product

Rp. 150,000,- for sell 2 unit product

5. JAMSOSTEK

Jamsostek is provided by company based on supervisor base wages for base premium count. Premi for accident and death are paid all by company while, premi for retirement allowance 2% is paid by supervisor themselves and the rest 3.7% is paid by company. Cost for hospital and medicines are paid by company for supervisor and his or her wife or husband and three children based on the following criteria:

- The cost for non opname is paid by company only for medicines, not include administration fee. The maximum cost for non opname is reimbursed by company with maximum:

Marital status	Allowance/year
a) Single	Rp. 750,000,-
b) Married	Rp. 950,000,-
c) Married with one child	Rp. 1,050,000,-
d) Married with two children	Rp. 1,150,000,-
e) Married with three children	Rp. 1,250,000,-

- Cost for opname in a state hospital appointed by company in third class will be reimbursed maximum at Rp. 5.000.000,-. All information above is used by LUX as a basis of the compensation plan for its SR and supervisor.

The researcher analyze factor that maybe influence product selling compare with tha sales people who already join this company, enter, quit and at the end of the month. Then the result is **not significant**. sales increase or decrease not always because more people join or more people quit from this company. It means product can be sold out depend by sales people strategy to offer the product. It can be shown from the data below

Data based on division of company for two years (2003 and 2004)

Amount of data : 24
 Dependent variable : 1 (volume of product sold)
 Constant number : 5%
 > 5% is nonsignificant
 < 5% is significant

