

## CHAPTER I

### INTRODUCTION

#### 1.1 Reason for Choosing the Title

The developing business world is going forward rapidly, and it makes companies, like manufacturing, servicing, and trading companies have to compete each other tightly. Each company has to face this condition and also has to take every business opportunity. Preparing a good management is needed very much to develop the companies.

One of the functions of company management is personnel function (staffing). This function consists of the important source influential for the companies development, that is human resource. Human resource is people who give their power, talent, loyalty, creativity, and every thing they do for the companies. The companies will fail to get their purpose without them. The people who are worthy to the companies will receive an appreciation during they are working there. The appreciation is called salary. The workers will have big spirit and motivation on their working because of salary.

Human resource is one of important aspects for the companies because good human resources quality will bring the companies to be successful in getting their purpose.

Bank PD. BPR BKK Jepara is one of banks in Jepara district which gives credits to the society especially for the middle social class to the lower social class. It has many units established in many sub districts in Jepara. Each unit has

several employees in running the bank activities. One of the units of Bank PD. BPR Jepara is Bank PD. BPR BKK Jepara Mayong Unit. Bank PD. BPR BKK Jepara recruits the employees carefully, because the developing of Bank PD. BPR BKK Jepara depends on the employee's work. Each employee must have professionalism in working.

Bank PD. BPR BKK Jepara Mayong Unit makes systems in controlling and managing the employee's work, including the salary payment procedure. Employee in a company is one worth asset because company without employee can not run the activities. Based on the reason above, the writer chooses the title "Salary Payment Procedure at Bank PD. BPR BKK Jepara Mayong Unit" because the writer wants to know deeper about the salary payment procedure at Bank BPR BKK Jepara Mayong Unit.

### **1.2 Statement of the Problem**

The problems of this paper are:

1. What are the components of the employee's salary at Bank PD. BPR BKK Jepara?
2. What is the salary payment procedure at Bank PD, BPR BKK Jepara?

### **1.3 Limitation of the Problem**

The writer limited the problems of this paper into describing the components of the employee's salary and salary payment procedure when the writer had field study there.

