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| Memorandum Internal | |
| Nomor Surat | : 03.034/SPm/Abata/HC/II/2024 |
| Kepada | : Direktur Abata |
| CC | : Divisi Finance Accounting |
| Dari | : Divisi Human Capital |
| Tanggal | : 24 Februari 2024 / 14 Sha'ban 1445 |

Dengan Hormat,
Berikut kami ajukan persetujuan Gaji Bulan Februari 2024 dengan rincian sebagai berikut :

| No | Nama Cabang | Biaya Gaji Januari 2024 | Biaya Gaji Februari 2024 | Biaya Admin Sistem Payroll | Total Biaya Gaji Februari 2024 | Efisiensi Biaya Gaji |
|-------|--------------------------|-------------------------|--------------------------|----------------------------|--------------------------------|----------------------|
| 1 | WHS - WAHANA SATRIA | Rp 52.189.869 | Rp 45.993.822 | Rp 10.000 | Rp 46.003.822 | -Rp 6.196.047 |
| 2 | STP - ABATA SITUMPUR | Rp 35.960.105 | Rp 35.042.956 | Rp 10.000 | Rp 35.052.956 | -Rp 917.149 |
| 3 | CLP - ABATA CILACAP | Rp 30.267.430 | Rp 30.152.112 | Rp 10.000 | Rp 30.162.112 | -Rp 115.318 |
| 4 | PBG - ABATA PURBALINGGA | Rp 35.745.774 | Rp 35.303.024 | Rp 10.000 | Rp 35.313.024 | -Rp 442.750 |
| 5 | ABM - ADAYA BERKAH MULIA | Rp 30.218.610 | Rp 29.511.860 | Rp 10.000 | Rp 29.521.860 | -Rp 706.750 |
| 6 | DKW - ABATA DUKUHWALUH | Rp 24.088.704 | Rp 22.286.497 | Rp 10.000 | Rp 22.296.497 | -Rp 1.802.207 |
| 7 | HRB - ABATA HR BUNYAMIN | Rp 15.462.163 | Rp 12.751.000 | Rp 10.000 | Rp 12.761.000 | -Rp 2.711.163 |
| 8 | UAK - UTAK ATIK | Rp 15.018.352 | Rp 12.591.852 | Rp 10.000 | Rp 12.601.852 | -Rp 2.426.500 |
| 9 | MZN - MAKZON | Rp 6.814.887 | Rp 5.116.887 | Rp 10.000 | Rp 5.126.887 | -Rp 1.698.000 |
| 10 | AVT - ABAVEST | Rp - | Rp - | | Rp - | Rp - |
| 11 | AST - ABASOFT | Rp 9.345.387 | Rp 8.806.387 | Rp 10.000 | Rp 8.816.387 | -Rp 539.000 |
| 12 | HOE - HEAD OFFICE | Rp 93.455.935 | Rp 95.246.607 | Rp 10.000 | Rp 95.256.607 | Rp 1.790.672 |
| 13 | BMY - ABATA BUMIAYU | Rp 23.067.194 | Rp 22.614.756 | Rp 10.000 | Rp 22.624.756 | -Rp 452.438 |
| Total | | Rp 371.634.410 | Rp 355.417.760 | Rp 10.000 | Rp 355.537.760 | -Rp 16.216.650 |

Demikian pengajuan pembayaran Gaji Karyawan Bulan Februari 2024 untuk dapat disetujui, atas perhatian & kebijakannya kami ucapkan terimakasih.

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|--------------------------|----------------------------|------------------|
| Diajukan Oleh, | Mengetahui, | Disetujui Oleh, |
| | | |
| Andi Triono Tarsun | Andhika Sukma Putra | Wahyu Mardiyanto |
| PJ Human Capital Manager | Finance Accounting Manager | Direktur |

| CATATAN |
|---|
| DIREKTUR |
| FINANCE ACCOUNTING MANAGER |
| HUMAN CAPITAL MANAGER - Hold Gaji karyawan atas nama Husna Syahsiah (Kasir Staff-Abata Cilacap) karena keluar sebelum masa kontrak berakhir dan tidak sesuai dengan kesepakatan - Hold gaji karyawan atas nama Muchammad Ilham (Operator Finishing Staff-Abata Situmpur) dan Devan Rezqy (Operator Finishing Staff-Abata Dukuhwuluh) karena keluar disaat masa OJT dan tidak sesuai dengan prosedur |

PT HAEHOE CEMERLANG MULIA

LAPORAN DETAIL GAJI FEBRUARI 2024

| No | | | | | ABSENSI | | | | | Komponen Gaji | | | Take Home Pay | THP Jan 24 | Selisih | Compare | |
|----|------|--------------------------|--------------------------|-------------------|---------|-------|------|-------|-------|------------------------|--------------|------------|---------------|--------------|--------------|--------------|-------------|
| | Kode | Nama | Jabatan | Masa Kerja | JHK | Telat | Ijin | Sakit | Alpha | Penyesuaian Gaji Pokok | Tambahan | Potongan | | | | UMK 2021 | Result |
| 1 | WHS | Dimas Sukma Nugroho | Branch Manager | 1 Tahun, 8 Bulan | 25 | 9 | 0 | 0 | 0 | Rp 1.450.000 | Rp 1.300.000 | Rp 65.871 | Rp 2.684.129 | Rp 2.867.629 | ▼-Rp 183.500 | Rp 2.195.700 | 1x UMK |
| 2 | WHS | Novian Gita Kusuma Putri | Admin Support | 2 Tahun, 10 Bulan | 23 | 3 | 1 | 0 | 0 | Rp 1.150.000 | Rp 826.000 | Rp 93.914 | Rp 1.882.086 | Rp 2.035.086 | ▼-Rp 153.000 | Rp 2.195.700 | Dibawah UMK |
| 3 | WHS | Pujiyanto | Desain Grafis Staff | 6 Tahun, 2 Bulan | 24 | 2 | 0 | 0 | 0 | Rp 1.440.000 | Rp 520.000 | Rp 43.914 | Rp 1.916.086 | Rp 1.776.086 | ▲ Rp 140.000 | Rp 2.195.700 | Dibawah UMK |
| 4 | WHS | Windarto | Operator Mesin Toko | 28 Tahun, 1 Bulan | 25 | 7 | 2 | 0 | 0 | Rp 2.000.000 | Rp 460.000 | Rp 425.871 | Rp 2.034.129 | Rp 2.094.129 | ▼-Rp 60.000 | Rp 2.195.700 | Dibawah UMK |
| 5 | WHS | Sukron Mamun | Driver | 12 Tahun, 1 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 2.000.000 | Rp 500.000 | Rp 315.871 | Rp 2.184.129 | Rp 2.184.129 | Rp - | Rp 2.195.700 | Dibawah UMK |
| 6 | WHS | Haryanto | Operator Finishing Staff | 16 Tahun, 1 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.750.000 | Rp 745.000 | Rp 65.871 | Rp 2.429.129 | Rp 2.641.629 | ▼-Rp 212.500 | Rp 2.195.700 | 1x UMK |
| 7 | WHS | Ikhwanudin | Operator Finishing Staff | 11 Tahun, 1 Bulan | 23 | 1 | 1 | 0 | 0 | Rp 1.472.000 | Rp 622.500 | Rp 129.871 | Rp 1.964.629 | Rp 2.273.879 | ▼-Rp 309.250 | Rp 2.195.700 | Dibawah UMK |
| 8 | WHS | Waryanto | Operator Mesin Potong | 11 Tahun, 1 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.656.000 | Rp 1.162.000 | Rp 365.871 | Rp 2.452.129 | Rp 2.946.629 | ▼-Rp 494.500 | Rp 2.195.700 | 1x UMK |
| 9 | WHS | Sapto Adi | Operator Oliver 72 | 7 Tahun, 10 Bulan | 25 | 2 | 1 | 0 | 0 | Rp 1.800.000 | Rp 771.000 | Rp 337.871 | Rp 2.233.129 | Rp 2.759.504 | ▼-Rp 526.375 | Rp 2.195.700 | 1x UMK |
| 10 | WHS | Narsidi | Operator Oliver 52 | 10 Tahun, 1 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.824.000 | Rp 934.500 | Rp 65.871 | Rp 2.692.629 | Rp 3.041.129 | ▼-Rp 348.500 | Rp 2.195.700 | 1x UMK |
| 11 | WHS | Wasbir | Operator Hamada | 7 Tahun, 10 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 1.472.000 | Rp 722.000 | Rp 129.871 | Rp 2.064.129 | Rp 2.506.129 | ▼-Rp 442.000 | Rp 2.195.700 | Dibawah UMK |
| 12 | WHS | Budi Santosa | Operator Oliver 58 | 7 Tahun, 0 Bulan | 25 | 1 | 2 | 0 | 0 | Rp 1.350.000 | Rp 842.500 | Rp 173.871 | Rp 2.018.629 | Rp 2.176.629 | ▼-Rp 158.000 | Rp 2.195.700 | Dibawah UMK |
| 13 | WHS | Fajar Hidayat | Operator Mesin Pond | 5 Tahun, 0 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 1.150.000 | Rp 710.000 | Rp 115.871 | Rp 1.744.129 | Rp 1.990.379 | ▼-Rp 246.250 | Rp 2.195.700 | Dibawah UMK |
| 14 | WHS | Teguh Priyanto | Operator Finishing Staff | 4 Tahun, 1 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 1.012.000 | Rp 810.000 | Rp 87.914 | Rp 1.734.086 | Rp 1.967.086 | ▼-Rp 233.000 | Rp 2.195.700 | Dibawah UMK |
| 15 | WHS | Ilham Purwanto Abadi | Desain Grafis Staff | 3 Tahun, 11 Bulan | 24 | 3 | 0 | 0 | 0 | Rp 1.200.000 | Rp 570.000 | Rp 65.871 | Rp 1.704.129 | Rp 1.599.129 | ▲ Rp 105.000 | Rp 2.195.700 | Dibawah UMK |
| 16 | WHS | Nabila Siska Adelia | Estimator | 3 Tahun, 6 Bulan | 24 | 1 | 0,5 | 0 | 0 | Rp 1.200.000 | Rp 808.000 | Rp 68.914 | Rp 1.939.086 | Rp 2.049.086 | ▼-Rp 110.000 | Rp 2.195.700 | Dibawah UMK |
| 17 | WHS | R. Priyanto Setiyotomo | Operator Finishing Staff | 1 Tahun, 11 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.104.000 | Rp 620.000 | Rp 65.871 | Rp 1.658.129 | Rp 1.909.129 | ▼-Rp 251.000 | Rp 2.195.700 | Dibawah UMK |
| 18 | WHS | Hardika Rido Setiawan | Operator Finishing Staff | 1 Tahun, 10 Bulan | 24 | 12 | 3 | 0 | 0 | Rp 864.000 | Rp 300.000 | Rp 151.914 | Rp 1.012.086 | Rp 1.273.086 | ▼-Rp 261.000 | Rp 2.195.700 | Dibawah UMK |
| 19 | WHS | Eka Aprillia Wiranti | Customer Service Offline | 1 Tahun, 10 Bulan | 24 | 1 | 1 | 0 | 0 | Rp 1.056.000 | Rp 480.000 | Rp 109.871 | Rp 1.426.129 | Rp 1.297.129 | ▲ Rp 129.000 | Rp 2.195.700 | Dibawah UMK |
| 20 | WHS | Yoga Saputra | Driver | 0 Tahun, 0 Bulan | 13 | 0 | 1 | 1 | 0 | Rp 520.000 | Rp 285.000 | Rp 40.000 | Rp 765.000 | Rp - | ▲ Rp 765.000 | Rp 2.195.700 | Dibawah UMK |
| 21 | WHS | Edi Santoso | Satpam | 1 Tahun, 1 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 5.500.000 | Rp - | Rp - | Rp 5.500.000 | Rp 5.500.000 | Rp - | Rp 2.195.700 | 3x UMK |
| 22 | WHS | Patriani | Cleaning Service | 2 Tahun, 8 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.000.000 | Rp 1.000.000 | Rp 43.914 | Rp 1.956.086 | Rp 1.956.086 | Rp - | Rp 2.195.700 | Dibawah UMK |
| 23 | STP | Budi Arisandi | Branch Manager | 3 Tahun, 0 Bulan | 25 | 4 | 2,5 | 0 | 0 | Rp 1.800.000 | Rp 1.900.000 | Rp 165.000 | Rp 3.535.000 | Rp 3.249.300 | ▲ Rp 285.700 | Rp 2.195.700 | 2x UMK |
| 24 | STP | Nur Alafan | Koordinator | 9 Tahun, 1 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.584.000 | Rp 1.093.500 | Rp 65.871 | Rp 2.611.629 | Rp 2.806.379 | ▼-Rp 194.750 | Rp 2.195.700 | 1x UMK |
| 25 | STP | Istauli Mardlotini'mah | Admin Support | 2 Tahun, 10 Bulan | 23 | 8 | 3 | 0 | 0 | Rp 1.012.000 | Rp 1.058.000 | Rp 655.589 | Rp 1.414.411 | Rp 1.888.806 | ▼-Rp 474.395 | Rp 2.195.700 | Dibawah UMK |
| 26 | STP | Restu Awaludin | Operator POD Staff | 7 Tahun, 8 Bulan | 25 | 0 | 1 | 0 | 0 | Rp 1.425.000 | Rp 720.000 | Rp 163.914 | Rp 1.981.086 | Rp 2.035.086 | ▼-Rp 54.000 | Rp 2.195.700 | Dibawah UMK |
| 27 | STP | Sustiani | Cleaning Service | 5 Tahun, 8 Bulan | 23 | 0 | 0 | 1 | 0 | Rp 782.000 | Rp 830.000 | Rp 193.914 | Rp 1.418.086 | Rp 1.412.086 | ▲ Rp 6.000 | Rp 2.195.700 | Dibawah UMK |
| 28 | STP | Ade Betriatna | Desain Grafis Staff | 5 Tahun, 0 Bulan | 24 | 14 | 2 | 0 | 0 | Rp 1.344.000 | Rp 404.167 | Rp 441.391 | Rp 1.306.776 | Rp 1.361.088 | ▼-Rp 54.312 | Rp 2.195.700 | Dibawah UMK |
| 29 | STP | Nur Hidayaturrohman | Sales Staff | 4 Tahun, 7 Bulan | 23 | 12 | 1 | 0 | 0 | Rp 1.104.000 | Rp 820.000 | Rp 591.914 | Rp 1.332.086 | Rp 1.171.886 | ▲ Rp 160.200 | Rp 2.195.700 | Dibawah UMK |
| 30 | STP | Disvi Okhfarinda | Customer Service Online | 4 Tahun, 2 Bulan | 23 | 2 | 1 | 0 | 0 | Rp 1.012.000 | Rp 710.000 | Rp 237.914 | Rp 1.484.086 | Rp 1.657.686 | ▼-Rp 173.600 | Rp 2.195.700 | Dibawah UMK |

PT HAEHOE CEMERLANG MULIA

LAPORAN DETAIL GAJI FEBRUARI 2024

| No | | | | | ABSENSI | | | | | Komponen Gaji | | | Take Home Pay | THP Jan 24 | Selisih | Compare | |
|----|------|--------------------------|--------------------------|-------------------|---------|-------|------|-------|-------|------------------------|--------------|--------------|---------------|--------------|--------------|--------------|-------------|
| | Kode | Nama | Jabatan | Masa Kerja | JHK | Telat | Ijin | Sakit | Alpha | Penyesuaian Gaji Pokok | Tambahan | Potongan | | | | UMK 2021 | Result |
| 31 | STP | Fani Nur Rochman | Desain Grafis Staff | 4 Tahun, 7 Bulan | Mar | 3 | 2,5 | 0 | 0 | Rp 1.248.000 | Rp 496.667 | Rp 195.871 | Rp 1.548.796 | Rp 1.863.131 | ▼-Rp 314.335 | Rp 2.195.700 | Dibawah UMK |
| 32 | STP | Ryo Satrio | Desain Grafis Staff | 4 Tahun, 6 Bulan | 24 | 11 | 0 | 0 | 0 | Rp 1.152.000 | Rp 386.667 | Rp 352.551 | Rp 1.186.116 | Rp 1.440.131 | ▼-Rp 254.015 | Rp 2.195.700 | Dibawah UMK |
| 33 | STP | Rifqi Noor Fauzan | Operator MLF Staff | 3 Tahun, 11 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.056.000 | Rp 737.500 | Rp 215.871 | Rp 1.577.629 | Rp 1.433.516 | ▲ Rp 144.113 | Rp 2.195.700 | Dibawah UMK |
| 34 | STP | David Andrian | Operator POD Staff | 3 Tahun, 2 Bulan | 23 | 3 | 1 | 0 | 0 | Rp 1.104.000 | Rp 687.500 | Rp 91.914 | Rp 1.699.586 | Rp 1.733.586 | ▼-Rp 34.000 | Rp 2.195.700 | Dibawah UMK |
| 35 | STP | Nida Fithrotunnisa | Kasir Staff | 2 Tahun, 3 Bulan | 10 | 0 | 1 | 0 | 0 | Rp 420.000 | Rp 170.000 | Rp 85.914 | Rp 504.086 | Rp 969.186 | ▼-Rp 465.100 | Rp 2.195.700 | Dibawah UMK |
| 36 | STP | Oky Ardiansyah | Operator Finishing Staff | 2 Tahun, 1 Bulan | 23 | 6 | 2 | 0 | 0 | Rp 874.000 | Rp 385.000 | Rp 119.914 | Rp 1.139.086 | Rp 1.031.286 | ▲ Rp 107.800 | Rp 2.195.700 | Dibawah UMK |
| 37 | STP | Rizal Jibril | Operator Finishing Staff | 1 Tahun, 4 Bulan | 25 | 0 | 2 | 0 | 0 | Rp 1.000.000 | Rp 430.000 | Rp 133.514 | Rp 1.296.486 | Rp 1.559.786 | ▼-Rp 263.300 | Rp 2.195.700 | Dibawah UMK |
| 38 | STP | Ariesta Ragil Saputra | Operator MLF Staff | 1 Tahun, 0 Bulan | 24 | 1 | 2 | 0 | 0 | Rp 960.000 | Rp 442.500 | Rp 323.914 | Rp 1.078.586 | Rp 1.053.378 | ▲ Rp 25.208 | Rp 2.195.700 | Dibawah UMK |
| 39 | STP | Irvan Latif Prayoga | Operator Mesin UV | 2 Tahun, 0 Bulan | 23 | 1 | 1 | 0 | 0 | Rp 943.000 | Rp 570.000 | Rp 268.414 | Rp 1.244.586 | Rp 1.221.716 | ▲ Rp 22.870 | Rp 2.195.700 | Dibawah UMK |
| 40 | STP | Mega Dwi Setianingrum | Customer Service Staff | 0 Tahun, 9 Bulan | 24 | 1 | 1 | 0 | 0 | Rp 960.000 | Rp 432.500 | Rp 103.414 | Rp 1.289.086 | Rp 1.458.586 | ▼-Rp 169.500 | Rp 2.195.700 | Dibawah UMK |
| 41 | STP | Hasna Nur Fadhilah | Customer Service Staff | 0 Tahun, 8 Bulan | 24 | 4 | 1 | 0 | 0 | Rp 912.000 | Rp 460.000 | Rp 81.914 | Rp 1.290.086 | Rp 1.211.286 | ▲ Rp 78.800 | Rp 2.195.700 | Dibawah UMK |
| 42 | STP | Andrian Firmansyah | Desain Grafis Staff | 0 Tahun, 4 Bulan | 24 | 1 | 0 | 0 | 0 | Rp 1.152.000 | Rp 641.667 | Rp 12.000 | Rp 1.781.667 | Rp 1.415.200 | ▲ Rp 366.467 | Rp 2.195.700 | Dibawah UMK |
| 43 | STP | Lu'lu' Isnaeni Anilukfar | Kasir Staff | 0 Tahun, 3 Bulan | 12 | 0 | 0 | 0 | 0 | Rp 504.000 | Rp 120.000 | Rp - | Rp 624.000 | Rp 1.530.000 | ▼-Rp 906.000 | Rp 2.195.700 | Dibawah UMK |
| 44 | STP | Muktabarul Hasbi Sya'ba | Operator Finishing Staff | 0 Tahun, 2 Bulan | 24 | 1 | 0 | 0 | 0 | Rp 864.000 | Rp 360.000 | Rp - | Rp 1.224.000 | Rp 1.460.000 | ▼-Rp 236.000 | Rp 2.195.700 | Dibawah UMK |
| 45 | STP | Monika Budi Miranti | Kasir Staff | 0 Tahun, 1 Bulan | 25 | 1 | 1 | 0 | 0 | Rp 900.000 | Rp 320.000 | Rp 36.000 | Rp 1.184.000 | Rp 230.000 | ▲ Rp 954.000 | Rp 2.195.700 | Dibawah UMK |
| 46 | STP | Muchamad Ilham Muflih | Operator Finishing Staff | #NUM! | 16 | 1 | 0 | 0 | 0 | Rp 576.000 | Rp 150.000 | Rp - | Rp 726.000 | Rp - | ▲ Rp 726.000 | Rp 2.195.700 | Dibawah UMK |
| 47 | STP | Winda Novita Sari | Kasir Staff | 0 Tahun, 0 Bulan | 11 | 0 | 0 | 0 | 0 | Rp 396.000 | Rp 170.000 | Rp - | Rp 566.000 | Rp - | ▲ Rp 566.000 | Rp 2.195.700 | Dibawah UMK |
| 48 | CLP | Ega Sembaya | Branch Manager | 2 Tahun, 3 Bulan | 25 | 1 | 0 | 0 | 0 | Rp 1.800.000 | Rp 2.100.000 | Rp 1.666.384 | Rp 2.233.616 | Rp 2.310.416 | ▼-Rp 76.800 | Rp 2.479.200 | Dibawah UMK |
| 49 | CLP | Dwi Narko | Koordinator | 0 Tahun, 2 Bulan | 23 | 13 | 0 | 0 | 0 | Rp 1.196.000 | Rp 617.500 | Rp - | Rp 1.813.500 | Rp 1.659.600 | ▲ Rp 153.900 | Rp 2.479.200 | Dibawah UMK |
| 50 | CLP | Tati | Admin Support | 6 Tahun, 1 Bulan | 25 | 19 | 2,5 | 0 | 0 | Rp 1.350.000 | Rp 1.077.000 | Rp 184.584 | Rp 2.242.416 | Rp 1.755.416 | ▲ Rp 487.000 | Rp 2.479.200 | Dibawah UMK |
| 51 | CLP | Triyas Rismawati | Admin Support | 0 Tahun, 2 Bulan | 19 | 1 | 2,5 | 0 | 0 | Rp 950.000 | Rp 270.000 | Rp 125.000 | Rp 1.095.000 | Rp 1.534.500 | ▼-Rp 439.500 | Rp 2.479.200 | Dibawah UMK |
| 52 | CLP | Husna Syasiah Nurul Hud | Kasir Staff | 4 Tahun, 2 Bulan | 23 | 9 | 1 | 0 | 0 | Rp 1.058.000 | Rp 577.500 | Rp 737.734 | Rp 897.766 | Rp 1.348.716 | ▼-Rp 450.950 | Rp 2.479.200 | Dibawah UMK |
| 53 | CLP | Ihsani Priyaningsih | Desain Grafis Staff | 3 Tahun, 6 Bulan | 23 | 2 | 0 | 0 | 0 | Rp 1.012.000 | Rp 705.500 | Rp 249.234 | Rp 1.468.266 | Rp 1.336.926 | ▲ Rp 131.340 | Rp 2.479.200 | Dibawah UMK |
| 54 | CLP | Yulia Wahyuni | Sales Staff | 3 Tahun, 6 Bulan | 23 | 6 | 0 | 0 | 0 | Rp 1.012.000 | Rp 915.000 | Rp 630.084 | Rp 1.296.916 | Rp 1.099.916 | ▲ Rp 197.000 | Rp 2.479.200 | Dibawah UMK |
| 55 | CLP | Maysha Windya Wulan | Kasir Staff | 2 Tahun, 4 Bulan | 25 | 0 | 2,5 | 0 | 0 | Rp 1.100.000 | Rp 597.500 | Rp 413.384 | Rp 1.284.116 | Rp 1.563.916 | ▼-Rp 279.800 | Rp 2.479.200 | Dibawah UMK |
| 56 | CLP | Didi Sampurno | Operator POD Staff | 2 Tahun, 0 Bulan | 24 | 6 | 0 | 0 | 0 | Rp 1.008.000 | Rp 1.135.000 | Rp 306.534 | Rp 1.836.466 | Rp 1.813.416 | ▲ Rp 23.050 | Rp 2.479.200 | Dibawah UMK |
| 57 | CLP | Andri Wibowo | Operator Finishing Staff | 2 Tahun, 0 Bulan | 24 | 7 | 0 | 0 | 1 | Rp 960.000 | Rp 342.500 | Rp 448.484 | Rp 854.016 | Rp 1.037.916 | ▼-Rp 183.900 | Rp 2.479.200 | Dibawah UMK |
| 58 | CLP | Wahid Ibnu Kholid | Sales Staff | 2 Tahun, 0 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.056.000 | Rp 770.000 | Rp 117.134 | Rp 1.708.866 | Rp 1.786.416 | ▼-Rp 77.550 | Rp 2.479.200 | Dibawah UMK |
| 59 | CLP | Umi Mahmudah | Desain Grafis Staff | 1 Tahun, 10 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.100.000 | Rp 815.500 | Rp 126.484 | Rp 1.789.016 | Rp 1.559.326 | ▲ Rp 229.690 | Rp 2.479.200 | Dibawah UMK |
| 60 | CLP | Maftuh Setiawan | Operator MLF Staff | 1 Tahun, 10 Bulan | 24 | 5 | 1,5 | 0 | 0 | Rp 1.104.000 | Rp 640.000 | Rp 368.584 | Rp 1.375.416 | Rp 1.399.416 | ▼-Rp 24.000 | Rp 2.479.200 | Dibawah UMK |

PT HAEHOE CEMERLANG MULIA

LAPORAN DETAIL GAJI FEBRUARI 2024

| No | | | | | ABSENSI | | | | | Komponen Gaji | | | Take Home Pay | THP Jan 24 | Selisih | Compare | |
|----|------|-------------------------|--------------------------|--------------------|---------|-------|------|-------|-------|------------------------|--------------|------------|---------------|--------------|---------------|--------------|-------------|
| | Kode | Nama | Jabatan | Masa Kerja | JHK | Telat | Ijin | Sakit | Alpha | Penyesuaian Gaji Pokok | Tambahan | Potongan | | | | UMK 2021 | Result |
| 61 | CLP | Heksahwa Syarinaila | Desain Grafis Staff | 1 Tahun, 1 Bulan | 25 | 13 | 0 | 0 | 0 | Rp 1.000.000 | Rp 650.500 | Rp 95.084 | Rp 1.555.416 | Rp 1.301.726 | ▲ Rp 253.690 | Rp 2.479.200 | Dibawah UMK |
| 62 | CLP | Soyu | Customer Service Offline | 1 Tahun, 0 Bulan | 24 | 6 | 2 | 0 | 0 | Rp 912.000 | Rp 597.500 | Rp 344.684 | Rp 1.164.816 | Rp 1.194.416 | ▼ -Rp 29.600 | Rp 2.479.200 | Dibawah UMK |
| 63 | CLP | Mochammad Adilla Khoir | Desain Grafis Staff | 1 Tahun, 0 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 960.000 | Rp 680.500 | Rp 131.734 | Rp 1.508.766 | Rp 1.462.226 | ▲ Rp 46.540 | Rp 2.479.200 | Dibawah UMK |
| 64 | CLP | Iman Aswadi | Operator MLF Staff | 0 Tahun, 6 Bulan | 24 | 2 | 1,5 | 0 | 0 | Rp 912.000 | Rp 570.000 | Rp 161.000 | Rp 1.321.000 | Rp 1.611.250 | ▼ -Rp 290.250 | Rp 2.479.200 | Dibawah UMK |
| 65 | CLP | Roni Wardoyo | Operator Finishing Staff | 0 Tahun, 6 Bulan | 24 | 10 | 2 | 2 | 0 | Rp 864.000 | Rp 280.000 | Rp 114.462 | Rp 1.029.538 | Rp 1.258.500 | ▼ -Rp 228.962 | Rp 2.479.200 | Dibawah UMK |
| 66 | CLP | Widiyatmiko Adi Pradana | Operator Finishing Staff | 0 Tahun, 2 Bulan | 24 | 7 | 0 | 0 | 0 | Rp 912.000 | Rp 347.500 | Rp 20.800 | Rp 1.238.700 | Rp 1.171.000 | ▲ Rp 67.700 | Rp 2.479.200 | Dibawah UMK |
| 67 | CLP | Rizki Cahyono | Operator Finishing Staff | 0 Tahun, 2 Bulan | 24 | 3 | 0 | 0 | 0 | Rp 912.000 | Rp 220.000 | Rp - | Rp 1.132.000 | Rp 1.270.000 | ▼ -Rp 138.000 | Rp 2.479.200 | Dibawah UMK |
| 68 | CLP | Anna Nurdiasari | Customer Service Staff | 0 Tahun, 1 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 864.000 | Rp 442.500 | Rp - | Rp 1.306.500 | Rp 460.000 | ▲ Rp 846.500 | Rp 2.479.200 | Dibawah UMK |
| 69 | PBG | Heri Prasetyo | Branch Manager | 6 Tahun, 5 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.900.000 | Rp 2.100.000 | Rp 393.912 | Rp 3.606.088 | Rp 3.506.088 | ▲ Rp 100.000 | Rp 2.195.600 | 2x UMK |
| 70 | PBG | Yeyet Retno Adiningrum | Relation Staff | 10 Tahun, 10 Bulan | 23 | 0 | 2 | 0 | 0 | Rp 1.000.000 | Rp 1.316.000 | Rp 43.912 | Rp 2.272.088 | Rp 2.176.088 | ▲ Rp 96.000 | Rp 2.195.600 | 1x UMK |
| 71 | PBG | Tutun Ganjar Priyanto | Koordinator | 6 Tahun, 4 Bulan | 23 | 2 | 1 | 0 | 0 | Rp 1.426.000 | Rp 940.000 | Rp 205.912 | Rp 2.160.088 | Rp 2.453.838 | ▼ -Rp 293.750 | Rp 2.195.600 | Dibawah UMK |
| 72 | PBG | Evi Saputri | Admin Support | 4 Tahun, 2 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.175.000 | Rp 500.000 | Rp 43.912 | Rp 1.631.088 | Rp 1.381.088 | ▲ Rp 250.000 | Rp 2.195.600 | Dibawah UMK |
| 73 | PBG | Arga Dwi Nugroho | Operator MLF Staff | 9 Tahun, 9 Bulan | 24 | 10 | 1 | 0 | 0 | Rp 1.440.000 | Rp 800.000 | Rp 225.868 | Rp 2.014.132 | Rp 2.044.132 | ▼ -Rp 30.000 | Rp 2.195.600 | Dibawah UMK |
| 74 | PBG | Rido Saputro | Operator POD Staff | 5 Tahun, 2 Bulan | 25 | 1 | 0 | 0 | 0 | Rp 1.250.000 | Rp 940.000 | Rp 293.912 | Rp 1.896.088 | Rp 1.783.088 | ▲ Rp 113.000 | Rp 2.195.600 | Dibawah UMK |
| 75 | PBG | Rama Swita Aan Jaya | Desain Grafis Staff | 5 Tahun, 1 Bulan | 24 | 14 | 0 | 0 | 0 | Rp 1.152.000 | Rp 581.750 | Rp 730.868 | Rp 1.002.882 | Rp 1.089.632 | ▼ -Rp 86.750 | Rp 2.195.600 | Dibawah UMK |
| 76 | PBG | Fahri Ernanta | Operator MLF Staff | 5 Tahun, 3 Bulan | 24 | 4 | 1 | 0 | 0 | Rp 1.152.000 | Rp 795.000 | Rp 582.780 | Rp 1.364.220 | Rp 1.364.220 | Rp - | Rp 2.195.600 | Dibawah UMK |
| 77 | PBG | Tri Wahyuni | Customer Service Offline | 4 Tahun, 4 Bulan | 24 | 3 | 0 | 0 | 0 | Rp 1.200.000 | Rp 570.000 | Rp 43.912 | Rp 1.726.088 | Rp 1.726.088 | Rp - | Rp 2.195.600 | Dibawah UMK |
| 78 | PBG | Ageng Satria Gemilang | Desain Grafis Staff | 4 Tahun, 7 Bulan | 0 | 0 | 0 | 0 | 0 | Rp - | Rp 250.000 | Rp 65.868 | Rp 184.132 | Rp 184.132 | Rp - | Rp 2.195.600 | Dibawah UMK |
| 79 | PBG | Firman Hidayat | Operator POD Staff | 4 Tahun, 9 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.150.000 | Rp 770.000 | Rp 43.912 | Rp 1.876.088 | Rp 1.824.088 | ▲ Rp 52.000 | Rp 2.195.600 | Dibawah UMK |
| 80 | PBG | Linda Rismawati | Sales Staff | 2 Tahun, 8 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.012.000 | Rp 1.357.000 | Rp 43.912 | Rp 2.325.088 | Rp 2.466.088 | ▼ -Rp 141.000 | Rp 2.195.600 | 1x UMK |
| 81 | PBG | Adi Hermanto | Sales Staff | 2 Tahun, 4 Bulan | 23 | 7 | 1 | 0 | 0 | Rp 1.104.000 | Rp 710.000 | Rp 91.912 | Rp 1.722.088 | Rp 1.871.088 | ▼ -Rp 149.000 | Rp 2.195.600 | Dibawah UMK |
| 82 | PBG | Hanna Amatullah Firdaus | Kasir Staff | 2 Tahun, 2 Bulan | 23 | 0 | 2 | 0 | 0 | Rp 920.000 | Rp 540.000 | Rp 373.912 | Rp 1.086.088 | Rp 1.331.088 | ▼ -Rp 245.000 | Rp 2.195.600 | Dibawah UMK |
| 83 | PBG | Idam Sahrur Ramadan | Operator Finishing Staff | 2 Tahun, 0 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.032.000 | Rp 530.000 | Rp 243.912 | Rp 1.318.088 | Rp 1.167.088 | ▲ Rp 151.000 | Rp 2.195.600 | Dibawah UMK |
| 84 | PBG | Arum Ardhi Setyaningsih | Customer Service Online | 1 Tahun, 5 Bulan | 24 | 5 | 0 | 0 | 0 | Rp 1.056.000 | Rp 430.000 | Rp 43.912 | Rp 1.442.088 | Rp 1.472.088 | ▼ -Rp 30.000 | Rp 2.195.600 | Dibawah UMK |
| 85 | PBG | Pujiono | Operator Finishing Staff | 1 Tahun, 3 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 960.000 | Rp 610.000 | Rp 365.868 | Rp 1.204.132 | Rp 1.153.132 | ▲ Rp 51.000 | Rp 2.195.600 | Dibawah UMK |
| 86 | PBG | Roni | Desain Grafis Staff | 3 Tahun, 2 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.056.000 | Rp 836.750 | Rp 815.868 | Rp 1.076.882 | Rp 1.294.632 | ▼ -Rp 217.750 | Rp 2.195.600 | Dibawah UMK |
| 87 | PBG | Fika Ayu Lestari | Kasir Staff | 1 Tahun, 0 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 900.000 | Rp 565.000 | Rp 181.912 | Rp 1.283.088 | Rp 1.162.088 | ▲ Rp 121.000 | Rp 2.195.600 | Dibawah UMK |
| 88 | PBG | Dito Hermawan | Desain Grafis Staff | 0 Tahun, 6 Bulan | 24 | 2 | 0 | 0 | 0 | Rp 960.000 | Rp 461.750 | Rp - | Rp 1.421.750 | Rp 1.390.500 | ▲ Rp 31.250 | Rp 2.195.600 | Dibawah UMK |
| 89 | PBG | Muhamad Rifal | Operator Finishing Staff | 0 Tahun, 5 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 900.000 | Rp 490.000 | Rp - | Rp 1.390.000 | Rp 1.485.000 | ▼ -Rp 95.000 | Rp 2.195.600 | Dibawah UMK |
| 90 | PBG | Lukman Maulana | Desain Grafis Staff | 0 Tahun, 5 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 864.000 | Rp 436.750 | Rp - | Rp 1.300.750 | Rp 1.410.500 | ▼ -Rp 109.750 | Rp 2.195.600 | Dibawah UMK |

PT HAEHOE CEMERLANG MULIA

LAPORAN DETAIL GAJI FEBRUARI 2024

| No | | | | | ABSENSI | | | | | Komponen Gaji | | | Take Home Pay | THP Jan 24 | Selisih | Compare | |
|-----|------|---------------------------|--------------------------|-------------------|---------|-------|------|-------|-------|------------------------|--------------|--------------|---------------|--------------|----------------|--------------|-------------|
| | Kode | Nama | Jabatan | Masa Kerja | JHK | Telat | Ijin | Sakit | Alpha | Penyesuaian Gaji Pokok | Tambahan | Potongan | | | | UMK 2021 | Result |
| 91 | ABM | M. Machfudz Fauzi | Direktur Adaya Berkah M | 8 Tahun, 0 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 4.000.000 | Rp 6.000.000 | Rp 1.232.371 | Rp 8.767.629 | Rp 8.767.629 | Rp - | Rp 2.195.700 | 4x UMK |
| 92 | ABM | Nanang Sri Wahyu | Branch Manager | 1 Tahun, 7 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.800.000 | Rp 1.900.000 | Rp 543.914 | Rp 3.156.086 | Rp 3.156.086 | Rp - | Rp 2.195.700 | 1x UMK |
| 93 | ABM | Moh. Bahtiar Andi Riyant | Koordinator | 1 Tahun, 1 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.380.000 | Rp 1.224.500 | Rp 43.914 | Rp 2.560.586 | Rp 2.967.336 | ▼-Rp 406.750 | Rp 2.195.700 | 1x UMK |
| 94 | ABM | Yuni Herdiati | Admin Support | 1 Tahun, 4 Bulan | 23 | 0 | 0 | 1 | 0 | Rp 1.058.000 | Rp 918.000 | Rp 43.914 | Rp 1.932.086 | Rp 1.778.086 | ▲ Rp 154.000 | Rp 2.195.700 | Dibawah UMK |
| 95 | ABM | Suwarso | Driver | 4 Tahun, 4 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.334.000 | Rp 1.090.000 | Rp 43.914 | Rp 2.380.086 | Rp 2.531.086 | ▼-Rp 151.000 | Rp 2.195.700 | 1x UMK |
| 96 | ABM | Junaedi | Operator Mesin CTC | 4 Tahun, 7 Bulan | 23 | 4 | 2 | 0 | 0 | Rp 1.196.000 | Rp 695.000 | Rp 147.914 | Rp 1.743.086 | Rp 1.865.086 | ▼-Rp 122.000 | Rp 2.195.700 | Dibawah UMK |
| 97 | ABM | Rizki Dwi Santosa | Desain Grafis Staff | 1 Tahun, 7 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.104.000 | Rp 890.000 | Rp 65.871 | Rp 1.928.129 | Rp 2.014.129 | ▼-Rp 86.000 | Rp 2.195.700 | Dibawah UMK |
| 98 | ABM | Yani Bekt | Customer Service Offline | 0 Tahun, 9 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 920.000 | Rp 580.000 | Rp 83.914 | Rp 1.416.086 | Rp 1.616.086 | ▼-Rp 200.000 | Rp 2.195.700 | Dibawah UMK |
| 99 | ABM | Toif Dwi Safarudin | Kurir | 0 Tahun, 9 Bulan | 23 | 1 | 2 | 0 | 1 | Rp 828.000 | Rp 270.000 | Rp 151.914 | Rp 946.086 | Rp 1.216.086 | ▼-Rp 270.000 | Rp 2.195.700 | Dibawah UMK |
| 100 | ABM | Nur Rohmah | Purchasing & Selling | 0 Tahun, 3 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 966.000 | Rp 740.000 | Rp - | Rp 1.706.000 | Rp 1.500.000 | ▲ Rp 206.000 | Rp 2.195.700 | Dibawah UMK |
| 101 | ABM | Kus Irfandianto | Koordinator Digital Mark | 0 Tahun, 3 Bulan | 23 | 6 | 1 | 0 | 1 | Rp 1.012.000 | Rp 470.000 | Rp 88.000 | Rp 1.394.000 | Rp 1.224.000 | ▲ Rp 170.000 | Rp 2.195.700 | Dibawah UMK |
| 102 | ABM | Raditya Fian Fauzi Aprian | Desain Grafis Staff | 0 Tahun, 2 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 828.000 | Rp 380.000 | Rp 36.000 | Rp 1.172.000 | Rp 1.285.000 | ▼-Rp 113.000 | Rp 2.195.700 | Dibawah UMK |
| 103 | ABM | Pertiwi Handayani | Sales Staff | 0 Tahun, 0 Bulan | 7 | 0 | 0 | 0 | 0 | Rp 280.000 | Rp 130.000 | Rp - | Rp 410.000 | Rp - | ▲ Rp 410.000 | Rp 2.195.700 | Dibawah UMK |
| 104 | DKW | Prasetyo Tri Pamungkas | Branch Manager | 3 Tahun, 0 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.600.000 | Rp 1.900.000 | Rp 43.914 | Rp 3.456.086 | Rp 3.456.086 | Rp - | Rp 2.195.700 | 2x UMK |
| 105 | DKW | Diki Anggriawan | Koordinator | 6 Tahun, 11 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 1.488.000 | Rp 1.086.000 | Rp 168.171 | Rp 2.405.829 | Rp 2.483.129 | ▼-Rp 77.300 | Rp 2.195.700 | 1x UMK |
| 106 | DKW | Aji Triono | Operator MLF Staff | 4 Tahun, 7 Bulan | 6 | 0 | 0 | 0 | 0 | Rp 288.000 | Rp 294.000 | Rp 43.914 | Rp 538.086 | Rp 1.581.886 | ▼-Rp 1.043.800 | Rp 2.195.700 | Dibawah UMK |
| 107 | DKW | Sugeng Riyadi | Operator MLF Staff | 4 Tahun, 7 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.200.000 | Rp 550.000 | Rp 263.771 | Rp 1.486.229 | Rp 1.641.629 | ▼-Rp 155.400 | Rp 2.195.700 | Dibawah UMK |
| 108 | DKW | Sulistiyani | Admin Support | 2 Tahun, 4 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 960.000 | Rp 761.000 | Rp 43.914 | Rp 1.677.086 | Rp 1.714.086 | ▼-Rp 37.000 | Rp 2.195.700 | Dibawah UMK |
| 109 | DKW | Awisna Primananda | Operator MLF Staff | 2 Tahun, 0 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.000.000 | Rp 655.000 | Rp 43.914 | Rp 1.611.086 | Rp 1.545.279 | ▲ Rp 65.807 | Rp 2.195.700 | Dibawah UMK |
| 110 | DKW | Faiqbal Latif | Desain Grafis Staff | 1 Tahun, 1 Bulan | 24 | 0 | 1 | 0 | 0 | Rp 960.000 | Rp 563.733 | Rp 181.414 | Rp 1.342.319 | Rp 1.395.946 | ▼-Rp 53.627 | Rp 2.195.700 | Dibawah UMK |
| 111 | DKW | Shintia Kartika | Kasir Staff | 1 Tahun, 1 Bulan | 24 | 3 | 0 | 0 | 0 | Rp 960.000 | Rp 470.000 | Rp 43.914 | Rp 1.386.086 | Rp 1.368.086 | ▲ Rp 18.000 | Rp 2.195.700 | Dibawah UMK |
| 112 | DKW | Hendra Nur Ramdhani | Sales Staff | 0 Tahun, 11 Bulan | 24 | 15 | 1 | 0 | 0 | Rp 912.000 | Rp 640.000 | Rp 81.914 | Rp 1.470.086 | Rp 1.536.726 | ▼-Rp 66.640 | Rp 2.195.700 | Dibawah UMK |
| 113 | DKW | Alwi Alifudin | Desain Grafis Staff | 0 Tahun, 10 Bulan | 24 | 4 | 0 | 0 | 0 | Rp 912.000 | Rp 433.733 | Rp 47.914 | Rp 1.297.819 | Rp 570.796 | ▲ Rp 727.023 | Rp 2.195.700 | Dibawah UMK |
| 114 | DKW | Chesta Wian Hafisa Zaki | Operator Finishing Staff | 0 Tahun, 10 Bulan | 24 | 0 | 1 | 0 | 0 | Rp 864.000 | Rp 650.000 | Rp 156.620 | Rp 1.357.380 | Rp 1.474.848 | ▼-Rp 117.468 | Rp 2.195.700 | Dibawah UMK |
| 115 | DKW | Rina Utami | Kasir Staff | 0 Tahun, 4 Bulan | 25 | 0 | 1 | 0 | 0 | Rp 1.000.000 | Rp 440.000 | Rp 40.000 | Rp 1.400.000 | Rp 1.377.475 | ▲ Rp 22.525 | Rp 2.195.700 | Dibawah UMK |
| 116 | DKW | Fahmi Yunus Wijaya | Desain Grafis Staff | 2 Tahun, 5 Bulan | 25 | 3 | 1 | 0 | 0 | Rp 1.200.000 | Rp 408.733 | Rp 646.514 | Rp 962.219 | Rp 1.180.646 | ▼-Rp 218.427 | Rp 2.195.700 | Dibawah UMK |
| 117 | DKW | Supri Ponirahayu | Kasir Staff | 0 Tahun, 7 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 950.000 | Rp 510.000 | Rp 63.914 | Rp 1.396.086 | Rp 456.000 | ▲ Rp 940.086 | Rp 2.195.700 | Dibawah UMK |
| 118 | DKW | Devan Rezqy Prastama | Operator Finishing Staff | 0 Tahun, 1 Bulan | 18 | 0 | 7 | 0 | 0 | Rp 648.000 | Rp 130.000 | Rp 277.900 | Rp 500.100 | Rp 322.000 | ▲ Rp 178.100 | Rp 2.195.700 | Dibawah UMK |
| 119 | HRB | Rohan | Koordinator Bisnis | 4 Tahun, 3 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.058.000 | Rp 1.582.000 | Rp 65.871 | Rp 2.574.129 | Rp 2.460.129 | ▲ Rp 114.000 | Rp 2.195.700 | 1x UMK |
| 120 | HRB | Silvia Nurrohmah Handay | Admin Support | 1 Tahun, 0 Bulan | 24 | 0 | 18 | 2 | 0 | Rp 960.000 | Rp 756.000 | Rp 777.428 | Rp 938.572 | Rp 1.862.572 | ▼-Rp 924.000 | Rp 2.195.700 | Dibawah UMK |

PT HAEHOE CEMERLANG MULIA

LAPORAN DETAIL GAJI FEBRUARI 2024

| No | | | | | ABSENSI | | | | | Komponen Gaji | | | Take Home Pay | THP Jan 24 | Selisih | Compare | |
|-----|------|---------------------------|--------------------------|-------------------|---------|-------|------|-------|-------|------------------------|--------------|--------------|---------------|--------------|-----------------|--------------|-------------|
| | Kode | Nama | Jabatan | Masa Kerja | JHK | Telat | Ijin | Sakit | Alpha | Penyesuaian Gaji Pokok | Tambahan | Potongan | | | | UMK 2021 | Result |
| 121 | HRB | Juni Lestari | Kasir Staff | 1 Tahun, 0 Bulan | 24 | 1 | 0 | 0 | 0 | Rp 960.000 | Rp 625.000 | Rp 61.114 | Rp 1.523.886 | Rp 1.093.686 | ▲ Rp 430.200 | Rp 2.195.700 | Dibawah UMK |
| 122 | HRB | Taufik Hidayat | Operator Finishing Staff | 0 Tahun, 9 Bulan | 25 | 2 | 5 | 0 | 0 | Rp 950.000 | Rp 330.000 | Rp 233.914 | Rp 1.046.086 | Rp 1.252.286 | ▼ -Rp 206.200 | Rp 2.195.700 | Dibawah UMK |
| 123 | HRB | Sifa Nur Rohmah | Sales Staff | 3 Tahun, 6 Bulan | 6 | 0 | 1 | 1 | 0 | Rp 264.000 | Rp 224.000 | Rp 87.914 | Rp 400.086 | Rp 1.508.086 | ▼ -Rp 1.108.000 | Rp 2.195.700 | Dibawah UMK |
| 124 | HRB | Tri Budiono | Operator MLF Staff | 5 Tahun, 3 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.219.000 | Rp 740.000 | Rp 65.871 | Rp 1.893.129 | Rp 2.019.129 | ▼ -Rp 126.000 | Rp 2.195.700 | Dibawah UMK |
| 125 | HRB | Iis Latifah | Kasir Staff | 0 Tahun, 2 Bulan | 24 | 1 | 0 | 0 | 0 | Rp 864.000 | Rp 355.000 | Rp 16.350 | Rp 1.202.650 | Rp 1.372.425 | ▼ -Rp 169.775 | Rp 2.195.700 | Dibawah UMK |
| 126 | HRB | Abdul Jamil | Desain Grafis Staff | 0 Tahun, 2 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 912.000 | Rp 410.000 | Rp 19.538 | Rp 1.302.462 | Rp 1.397.900 | ▼ -Rp 95.438 | Rp 2.195.700 | Dibawah UMK |
| 127 | HRB | Syfa Dinar Amani | Desain Grafis Staff | 0 Tahun, 2 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 912.000 | Rp 375.000 | Rp - | Rp 1.287.000 | Rp 1.379.950 | ▼ -Rp 92.950 | Rp 2.195.700 | Dibawah UMK |
| 128 | HRB | Bayu Prima Wardana | Operator Finishing Staff | 0 Tahun, 0 Bulan | 8 | 0 | 0 | 0 | 0 | Rp 288.000 | Rp 295.000 | Rp - | Rp 583.000 | Rp - | ▲ Rp 583.000 | Rp 2.195.700 | Dibawah UMK |
| 129 | UAK | Eka Fahlhani | Branch Manager | 0 Tahun, 2 Bulan | 25 | 1 | 0 | 0 | 0 | Rp 1.400.000 | Rp 400.000 | Rp - | Rp 1.800.000 | Rp 1.800.000 | Rp - | Rp 2.195.700 | Dibawah UMK |
| 130 | UAK | Imam Budi Setiono | Operator Finishing Staff | 1 Tahun, 3 Bulan | 23 | 9 | 2,5 | 0 | 0 | Rp 1.334.000 | Rp 320.000 | Rp 188.914 | Rp 1.465.086 | Rp 1.767.086 | ▼ -Rp 302.000 | Rp 2.195.700 | Dibawah UMK |
| 131 | UAK | Wuri Kurniati | Admin Support | 1 Tahun, 7 Bulan | 23 | 2 | 2 | 0 | 0 | Rp 1.012.000 | Rp 846.000 | Rp 131.914 | Rp 1.726.086 | Rp 1.965.586 | ▼ -Rp 239.500 | Rp 2.195.700 | Dibawah UMK |
| 132 | UAK | Eka Anjar Saputra | Operator Mesin UV | 4 Tahun, 11 Bulan | 23 | 4 | 5,5 | 0 | 0 | Rp 1.104.000 | Rp 893.750 | Rp 507.914 | Rp 1.489.836 | Rp 2.571.836 | ▼ -Rp 1.082.000 | Rp 2.195.700 | Dibawah UMK |
| 133 | UAK | Imam Bukhari | Operator Mesin DTF | 2 Tahun, 0 Bulan | 23 | 4 | 3 | 0 | 0 | Rp 1.012.000 | Rp 642.500 | Rp 175.914 | Rp 1.478.586 | Rp 1.641.086 | ▼ -Rp 162.500 | Rp 2.195.700 | Dibawah UMK |
| 134 | UAK | Wahyu Febriyanto | Operator Finishing Staff | 1 Tahun, 2 Bulan | 23 | 17 | 4 | 0 | 0 | Rp 920.000 | Rp 170.000 | Rp 203.914 | Rp 886.086 | Rp 1.082.086 | ▼ -Rp 196.000 | Rp 2.195.700 | Dibawah UMK |
| 135 | UAK | Adelia Amanda Agustin | Customer Service Staff | 0 Tahun, 8 Bulan | 23 | 13 | 1,5 | 0 | 0 | Rp 920.000 | Rp 340.000 | Rp 103.914 | Rp 1.156.086 | Rp 1.281.086 | ▼ -Rp 125.000 | Rp 2.195.700 | Dibawah UMK |
| 136 | UAK | Dwi Sari Utama Putra | Operator Finishing Staff | 1 Tahun, 1 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 828.000 | Rp 825.000 | Rp 43.914 | Rp 1.609.086 | Rp 1.921.086 | ▼ -Rp 312.000 | Rp 2.195.700 | Dibawah UMK |
| 137 | UAK | Niko Alam Saputro | Desain Grafis Staff | 0 Tahun, 1 Bulan | 23 | 17 | 1 | 0 | 0 | Rp 874.000 | Rp 145.000 | Rp 38.000 | Rp 981.000 | Rp 978.500 | ▲ Rp 2.500 | Rp 2.195.700 | Dibawah UMK |
| 138 | MZN | Hafid Kurniawan | Publishing | 5 Tahun, 9 Bulan | 23 | 3 | 0 | 0 | 0 | Rp 1.196.000 | Rp 810.000 | Rp 43.914 | Rp 1.962.086 | Rp 2.050.086 | ▼ -Rp 88.000 | Rp 2.195.700 | Dibawah UMK |
| 139 | MZN | Bintari | Desain Grafis Staff | 5 Tahun, 9 Bulan | 23 | 3 | 3 | 0 | 0 | Rp 1.150.000 | Rp 930.000 | Rp 1.053.285 | Rp 1.026.715 | Rp 1.026.715 | Rp - | Rp 2.195.700 | Dibawah UMK |
| 140 | MZN | Respa Nur Alifiani | Copy Writter Staff | 1 Tahun, 4 Bulan | 23 | 0 | 2,5 | 0 | 0 | Rp 1.012.000 | Rp 510.000 | Rp 153.914 | Rp 1.368.086 | Rp 1.556.086 | ▼ -Rp 188.000 | Rp 2.195.700 | Dibawah UMK |
| 141 | MZN | Husain Muhamad | Operator Finishing Staff | 0 Tahun, 5 Bulan | 23 | 2 | 3 | 0 | 0 | Rp 598.000 | Rp 240.000 | Rp 78.000 | Rp 760.000 | Rp 762.000 | ▼ -Rp 2.000 | Rp 2.195.700 | Dibawah UMK |
| 142 | BMY | M Tri Zaenudin | Branch Manager | 2 Tahun, 7 Bulan | 25 | 7 | 0 | 0 | 0 | Rp 1.700.000 | Rp 1.900.000 | Rp 63.093 | Rp 3.536.907 | Rp 3.536.907 | Rp - | Rp 2.103.100 | 2x UMK |
| 143 | BMY | Hasan Asyari Syaikho | Koordinator | 1 Tahun, 11 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 1.242.000 | Rp 993.000 | Rp 96.062 | Rp 2.138.938 | Rp 2.307.938 | ▼ -Rp 169.000 | Rp 2.103.100 | 1x UMK |
| 144 | BMY | Qonita Assabil | Admin Support | 1 Tahun, 1 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 912.000 | Rp 596.000 | Rp 42.062 | Rp 1.465.938 | Rp 1.273.938 | ▲ Rp 192.000 | Rp 2.103.100 | Dibawah UMK |
| 145 | BMY | Alfian Jundi Akhkam | Desain Grafis Staff | 2 Tahun, 7 Bulan | 25 | 7 | 1 | 0 | 0 | Rp 1.100.000 | Rp 620.000 | Rp 107.093 | Rp 1.612.907 | Rp 1.506.907 | ▲ Rp 106.000 | Rp 2.103.100 | Dibawah UMK |
| 146 | BMY | Gatot Saregep | Operator MLF Staff | 2 Tahun, 0 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.050.000 | Rp 880.000 | Rp 42.062 | Rp 1.887.938 | Rp 1.667.938 | ▲ Rp 220.000 | Rp 2.103.100 | Dibawah UMK |
| 147 | BMY | Abiyyu Noval Raffi Sirega | Operator MLF Staff | 2 Tahun, 4 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 1.012.000 | Rp 622.500 | Rp 86.062 | Rp 1.548.438 | Rp 1.603.938 | ▼ -Rp 55.500 | Rp 2.103.100 | Dibawah UMK |
| 148 | BMY | Apit Yudinoro | Desain Grafis Staff | 1 Tahun, 1 Bulan | 24 | 3 | 0 | 0 | 0 | Rp 912.000 | Rp 612.500 | Rp 42.062 | Rp 1.482.438 | Rp 1.323.938 | ▲ Rp 158.500 | Rp 2.103.100 | Dibawah UMK |
| 149 | BMY | M. Ikhsan Robbani | Sales Staff | 1 Tahun, 0 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 920.000 | Rp 990.000 | Rp 542.062 | Rp 1.367.938 | Rp 1.167.938 | ▲ Rp 200.000 | Rp 2.103.100 | Dibawah UMK |
| 150 | BMY | Adzim Maolana | Operator Finishing Staff | 0 Tahun, 8 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 900.000 | Rp 510.000 | Rp 42.062 | Rp 1.367.938 | Rp 1.361.938 | ▲ Rp 6.000 | Rp 2.103.100 | Dibawah UMK |

PT HAEHOE CEMERLANG MULIA

LAPORAN DETAIL GAJI FEBRUARI 2024

| No | | | | | ABSENSI | | | | | Komponen Gaji | | | Take Home Pay | THP Jan 24 | Selisih | Compare | |
|-----|------|---------------------------|---------------------------|--------------------|---------|-------|------|-------|-------|------------------------|----------------|---------------|----------------|----------------|----------------|----------------|-------------|
| | Kode | Nama | Jabatan | Masa Kerja | JHK | Telat | Ijin | Sakit | Alpha | Penyesuaian Gaji Pokok | Tambahan | Potongan | | | | UMK 2021 | Result |
| 151 | BMY | Faril Al Farizi | Desain Grafis Staff | 0 Tahun, 8 Bulan | 24 | 0 | 0 | 0 | 0 | Rp 912.000 | Rp 690.000 | Rp 42.062 | Rp 1.559.938 | Rp 1.667.938 | ▼-Rp 108.000 | Rp 2.103.100 | Dibawah UMK |
| 152 | BMY | Isnı Kurnia Devi | Kasir Staff | 0 Tahun, 7 Bulan | 23 | 8 | 0 | 0 | 0 | Rp 920.000 | Rp 470.000 | Rp 42.062 | Rp 1.347.938 | Rp 1.427.938 | ▼-Rp 80.000 | Rp 2.103.100 | Dibawah UMK |
| 153 | BMY | M. Adit Prayudi | Sales Staff | 0 Tahun, 6 Bulan | 25 | 2 | 3 | 0 | 0 | Rp 1.000.000 | Rp 392.500 | Rp 620.000 | Rp 772.500 | Rp 1.240.000 | ▼-Rp 467.500 | Rp 2.103.100 | Dibawah UMK |
| 154 | BMY | Briliant Bima Alfın Zidni | Operator Finishing Staff | 0 Tahun, 2 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 828.000 | Rp 470.000 | Rp - | Rp 1.298.000 | Rp 1.360.000 | ▼-Rp 62.000 | Rp 2.103.100 | Dibawah UMK |
| 155 | BMY | Irna Nur Fitriyani | Kasir Staff | 0 Tahun, 1 Bulan | 24 | 0 | 1 | 0 | 0 | Rp 912.000 | Rp 353.000 | Rp 38.000 | Rp 1.227.000 | Rp - | ▲ Rp 1.227.000 | Rp 2.103.100 | Dibawah UMK |
| 156 | AST | Aep Saprul Mujahid | IT Programmer | 3 Tahun, 1 Bulan | 23 | 2 | 4 | 0 | 0 | Rp 1.472.000 | Rp 1.298.000 | Rp 299.914 | Rp 2.470.086 | Rp 2.444.086 | ▲ Rp 26.000 | Rp 2.195.700 | 1x UMK |
| 157 | AST | Alfin Rohmanul Khaqi | IT Engineer | 3 Tahun, 1 Bulan | 23 | 4 | 4 | 1 | 0 | Rp 1.472.000 | Rp 1.146.000 | Rp 299.914 | Rp 2.318.086 | Rp 2.835.086 | ▼-Rp 517.000 | Rp 2.195.700 | 1x UMK |
| 158 | AST | Rahmad Alhidayat Tuloh | Koordinator | 2 Tahun, 2 Bulan | 23 | 5 | 2,5 | 0 | 0 | Rp 1.380.000 | Rp 920.000 | Rp 193.914 | Rp 2.106.086 | Rp 2.168.086 | ▼-Rp 62.000 | Rp 2.195.700 | Dibawah UMK |
| 159 | AST | Ridho Nurhuda | IT Support Staff | 0 Tahun, 10 Bulan | 23 | 0 | 1 | 0 | 0 | Rp 1.150.000 | Rp 878.000 | Rp 115.871 | Rp 1.912.129 | Rp 1.888.129 | ▲ Rp 24.000 | Rp 2.195.700 | Dibawah UMK |
| 160 | HOE | Rahma Dwi Septiani | Admin dan Payroll HR Sta | 2 Tahun, 9 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 1.288.000 | Rp 832.000 | Rp 109.785 | Rp 2.010.215 | Rp 1.958.215 | ▲ Rp 52.000 | Rp 2.195.700 | Dibawah UMK |
| 161 | HOE | Adi Waluyo | Head Design | 5 Tahun, 6 Bulan | 23 | 9 | 0 | 0 | 0 | Rp 1.196.000 | Rp 1.234.000 | Rp 43.914 | Rp 2.386.086 | Rp 2.406.086 | ▼-Rp 20.000 | Rp 2.195.700 | 1x UMK |
| 162 | HOE | Atika Nur Rahmawati | Branch Financial Control | 1 Tahun, 5 Bulan | 23 | 0 | 2,5 | 0 | 0 | Rp 1.150.000 | Rp 915.000 | Rp 168.914 | Rp 1.896.086 | Rp 2.115.086 | ▼-Rp 219.000 | Rp 2.195.700 | Dibawah UMK |
| 163 | HOE | Asep Sukindar | Cleaning Service | 1 Tahun, 4 Bulan | 23 | 0 | 0 | 0 | 0 | Rp 920.000 | Rp 795.000 | Rp 43.914 | Rp 1.671.086 | Rp 1.578.586 | ▲ Rp 92.500 | Rp 2.195.700 | Dibawah UMK |
| 164 | HOE | Gesta Angga Santosa | Admin & GA | 0 Tahun, 8 Bulan | 23 | 11 | 0 | 0 | 0 | Rp 1.058.000 | Rp 430.000 | Rp 43.914 | Rp 1.444.086 | Rp 1.520.086 | ▼-Rp 76.000 | Rp 2.195.700 | Dibawah UMK |
| 165 | HOE | Sulistiono | Rekrutmen & Training | 0 Tahun, 2 Bulan | 15 | 1 | 2 | 0 | 0 | Rp 900.000 | Rp 120.000 | Rp 120.000 | Rp 900.000 | Rp 1.720.000 | ▼-Rp 820.000 | Rp 2.195.700 | Dibawah UMK |
| 166 | HOE | Kheista Izzatillah Putri | Admin Support | 3 Tahun, 6 Bulan | 23 | 4 | 4 | 0 | 0 | Rp 1.150.000 | Rp 725.000 | Rp 243.914 | Rp 1.631.086 | Rp 1.974.086 | ▼-Rp 343.000 | Rp 2.195.700 | Dibawah UMK |
| 167 | HOE | Sifa Nur Rohmah | Sales Staff | 3 Tahun, 6 Bulan | 17 | 1 | 2,5 | 0 | 0 | Rp 748.000 | Rp 406.000 | Rp 153.914 | Rp 1.000.086 | Rp 1.508.086 | ▼-Rp 508.000 | Rp 2.195.700 | Dibawah UMK |
| 168 | HOE | Towvi Azhar Satrio | Komisaris | 13 Tahun, 8 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 10.000.000 | Rp 10.000.000 | Rp 65.871 | Rp 19.934.129 | Rp 19.934.129 | Rp - | Rp 2.195.700 | 9x UMK |
| 169 | HOE | Ning Winarni | Direktur Wahana Satria | 30 Tahun, 11 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 10.000.000 | Rp 10.000.000 | Rp 65.871 | Rp 19.934.129 | Rp 19.934.129 | Rp - | Rp 2.195.700 | 9x UMK |
| 170 | HOE | Wahyu Mardiyanto | Direktur Abata Group | 3 Tahun, 2 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 4.000.000 | Rp 6.000.000 | Rp 2.779.414 | Rp 7.220.586 | Rp 7.220.586 | Rp - | Rp 2.195.700 | 3x UMK |
| 171 | HOE | Andi Triono Tarsun | Operation Development | 7 Tahun, 0 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 3.000.000 | Rp 3.650.000 | Rp 1.119.871 | Rp 5.530.129 | Rp 5.530.129 | Rp - | Rp 2.195.700 | 3x UMK |
| 172 | HOE | Andhika Sukma Putra | Finance Accounting Manag | 3 Tahun, 1 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 3.000.000 | Rp 2.650.000 | Rp 65.871 | Rp 5.584.129 | Rp 5.584.129 | Rp - | Rp 2.195.700 | 3x UMK |
| 173 | HOE | Restiaji Pandu P | Marketing & Sales Manag | 1 Tahun, 11 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 2.250.000 | Rp 2.750.000 | Rp 65.871 | Rp 4.934.129 | Rp 4.934.129 | Rp - | Rp 2.195.700 | 2x UMK |
| 174 | HOE | Imti Khanah | Sales Manager | 3 Tahun, 2 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 2.000.000 | Rp 2.250.000 | Rp 65.871 | Rp 4.184.129 | Rp 4.124.129 | ▲ Rp 60.000 | Rp 2.195.700 | 2x UMK |
| 175 | HOE | Rizky Alfiani F | Sekretaris Komisaris | 7 Tahun, 7 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 2.050.000 | Rp 1.650.000 | Rp 43.914 | Rp 3.656.086 | Rp 3.656.086 | Rp - | Rp 2.195.700 | 2x UMK |
| 176 | HOE | Tri Handoko | Head Account | 4 Tahun, 7 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.700.000 | Rp 1.800.000 | Rp 65.871 | Rp 3.434.129 | Rp 3.434.129 | Rp - | Rp 2.195.700 | 2x UMK |
| 177 | HOE | Maslufin | Finance Accounting Asst. | 5 Tahun, 11 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.600.000 | Rp 1.650.000 | Rp 65.871 | Rp 3.184.129 | Rp 3.084.129 | ▲ Rp 100.000 | Rp 2.195.700 | 1x UMK |
| 178 | HOE | Mega Meliana F. N | Sales & Marketing Assiste | 4 Tahun, 7 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.500.000 | Rp 1.300.000 | Rp 43.914 | Rp 2.756.086 | Rp 2.756.086 | Rp - | Rp 2.195.700 | 1x UMK |
| 179 | HOE | Tri Juni Artika Putri | Sekretaris Perusahaan | 1 Tahun, 9 Bulan | 25 | 0 | 0 | 0 | 0 | Rp 1.100.000 | Rp 900.000 | Rp 43.914 | Rp 1.956.086 | Rp 1.956.086 | Rp - | Rp 2.195.700 | Dibawah UMK |
| | | | | | 23 | 3 | 1 | 0 | 0 | Rp 228.504.000 | Rp 162.308.117 | Rp 35.394.357 | Rp 355.417.760 | Rp 364.192.970 | -Rp 8.775.210 | Rp 397.685.200 | |