

## **ABSTRACT**

### ***The Flowchart Design of Miss-T Sportwear's Wages System***

*Miss-T Sportwear is a manufacturing company specialized in women's clothing that has been established since 2006. Since its establishment until now the owner of Miss-T Sportwear operates the company fully and using manual methods to operate the company due to the limitations of the human resources running. The problems that occur in the company were in the wage system in the sewing division, where the company does not yet have a wage system Standard Operating Procedure so that some problems arise such as the absence of a wage determination standard, there was no accurate standard of posting and paying off the wages which cause an impact on the productivity of companies that are uncertain and resulting fraudulence to occur in the waging process. The purpose of this research was to design a good and efficient wage system for Miss-T Sportwear. The research is a descriptive research that use a qualitative approach, the data sources that researcher use are primary and secondary data sources, and the data collection methods are interviews, observation, and documentation. The results of this research are standardized calculation of wages and bonuses, and the design of SOP wage systems finalized in the form of wage posting flowcharts and flowchart of wages payment.*

**Keywords:** *Standard Operating Procedure, Wages System, Flowchart Design*