LAMPIRAN

Lampiran 1 Pertanyaan Survey

1. Jenis Kelamin
2. Usia
3. Pekerjaan
4. Seberapa penting tampilan dan desain kompor menurut anda?
5. Apakah anda setuju dengan tampilan kompor gas yang mendukung life style dan status?
6. Menurut anda kompor yang ada di pasaran apakah mudah dibersihkan , terutama di area tungku dan burner?
7. Bahan kompor apa yang menurut anda memiliki tampilan lebih elegan?
8. Kendala yang dihadapi saat menggunakan kompor saat ini?
9. Kisaran harga kompor yang diharapkan ?
10. Apa yang mendorong anda untuk membeli kompor merk tertentu?
11. Jika ada inovasi kompor dengan tampilan elegan mudah dibersihkan, folding burner dan permukaan datar tanpa lubang tungku, dengan harga ekonomis dan kualitas baik apakah anda tertarik untuk membelinya

Lampiran 2 Hasil Survey

1. Jenis kelamin

Row Labels	Sum of Responden
laki-laki	56
perempuan	74
Grand Total	**130**

2. Usia

Row Labels	Sum of Responden
> 24 th	4
23 th - 39 th	1
24 th - 39 th	41
40 th - 55 th	84
Grand Total	**130**

3. Pekerjaan

Row Labels	Sum of Responden
ibu rumah tangga	20
karyawan	73
lainnya	19
mahasiswa	3
wiraswasta	15
Grand Total	**130**

4. Seberapa penting tampilan dan desain kompor menurut anda?

Row Labels	Sum of Responden
biasa saja	33
penting	97
Grand Total	**130**

5. Apakah anda setuju dengan tampilan kompor gas yang mendukung life style dan status?

Row Labels	Sum of Responden
tidak	14
ya	116
Grand Total	**130**

6. Menurut anda kompor yang ada di pasaran apakah mudah dibersihkan , terutama di area tungku dan burner?

Row Labels	Sum of Responden
bisa dibersihkan tapi harus teliti	68
mudah dibersihkan	31
sulit dibersihkan	31
Grand Total	**130**

7. Bahan kompor apa yang menurut anda memiliki tampilan lebih elegan?

Row Labels	Sum of Responden
berbahan kaca template - tempered glass (sangat kuat, tahan panas dan tahan benturan)	87
berbahan stainless	33
berbahan teflon	6
berbahan tempered glass	4
Grand Total	**130**

8. Kendala yang dihadapi saat menggunakan kompor saat ini?

Row Labels	Sum of Responden
api tidak biru	3
api tidak biru;pemantik api tidak responsif	2
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang	33
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;api tidak biru	6
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;api tidak biru;pemantik api tidak responsif	6
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal	2
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal;api tidak biru	3
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal;api tidak biru;pemantik api tidak responsif	2
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal;pemantik api tidak responsif	2
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;pemantik api tidak responsif	13
bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;pemantik api tidak responsif;Burner dan covernya kropos	1
harga mahal	2
harga mahal;api tidak biru	1
harga mahal;api tidak biru;pemantik api tidak responsif	2
harga mahal;Gak ada pelindung angin	1
harga mahal;pemantik api tidak responsif	1
kadang tidak cocok dengan permukaan panci/wajan	1
Pakai bahan kaca, tapi tidak bisa untuk oven tangkring	1
pemantik api tidak responsif	8
tampilan kurang elegan	4
tampilan kurang elegan;api tidak biru	1
tampilan kurang elegan;api tidak biru;pemantik api tidak responsif	1
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang	12
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;api tidak biru	1
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;api tidak biru;pemantik api tidak responsif	1
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal	4
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal;api tidak biru;pemantik api tidak responsif	3
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;harga mahal;pemantik api tidak responsif	1
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;pemantik api tidak responsif	6
tampilan kurang elegan;bagian tungku sulit dibersihkan karena sisa masakan masuk ke sela lubang;pemantik api tidak responsif;Bocor	1
tampilan kurang elegan;harga mahal	1
tampilan kurang elegan;pemantik api tidak responsif	1
Tungku api terlalu besar dan jg sdikit sulit dibersihkan	1
(blank)	2
Grand Total	**130**

9. Kisaran harga kompor yang diharapkan ?

Row Labels	Sum of Responden
kurang dari 1,5 jt	98
lebih dari 1,5 juta	6
tidak ada	26
Grand Total	**130**

10. Apa yang mendorong anda untuk membeli kompor merk tertentu?

Row Labels	Sum of Responden
fungsional	5
iklan	5
merk	74
tampilan	46
Grand Total	**130**

11. Jika ada inovasi kompor dengan tampilan elegan mudah dibersihkan, folding burner dan permukaan datar tanpa lubang tungku, dengan harga ekonomis dan kualitas baik apakah anda tertarik untuk membelinya?

Row Labels	Sum of Responden
tidak	6
ya	124
Grand Total	**130**

Lampiran 3 Rincian Biaya Pemasaran

Biaya Promosi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Advertising	0	0	0	0	4,050,000	2,800,000	2,800,000	4,050,000	2,800,000	2,800,000	2,800,000	2,800,000	24,900,000
Promosi penjualan	0	0	0	0	80,000,000	25,000,000	50,000,000	30,000,000	30,000,000	70,000,000	50,000,000	30,000,000	365,000,000
Public relation	0	0	0	0	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	80,000,000
Endorsment	0	0	0	0	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	50,000,000	400,000,000
Total	0	0	0	0	144,050,000	87,800,000	112,800,000	94,050,000	92,800,000	132,800,000	112,800,000	92,800,000	869,900,000
	0												

Tahun ke-2

Biaya Promosi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Advertising	3,360,000	3,360,000	3,360,000	4,610,000	3,360,000	3,360,000	3,360,000	4,610,000	3,360,000	3,360,000	3,360,000	3,360,000	42,820,000
Promosi penjualan	60,000,000	25,000,000	60,000,000	42,000,000	96,000,000	51,000,000	60,000,000	45,000,000	45,000,000	92,400,000	60,000,000	36,000,000	672,400,000
Public relation	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	120,000,000
Endorsment	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	60,000,000	720,000,000
Total	133,360,000	98,360,000	133,360,000	116,610,000	169,360,000	124,360,000	133,360,000	119,610,000	118,360,000	165,760,000	133,360,000	109,360,000	1,555,220,000

Tahun ke-3

Biaya Promosi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Advertising	4,000,000	4,000,000	4,000,000	4,900,000	4,000,000	4,000,000	4,000,000	4,900,000	4,000,000	4,000,000	4,000,000	4,000,000	49,800,000
Promosi penjualan	72,000,000	30,000,000	72,000,000	50,400,000	115,200,000	61,200,000	72,000,000	54,000,000	54,000,000	110,880,000	72,000,000	43,200,000	806,880,000
Public relation	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	180,000,000
Endorsment	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	72,000,000	864,000,000
Total	163,000,000	121,000,000	163,000,000	142,300,000	206,200,000	152,200,000	163,000,000	145,900,000	145,000,000	201,880,000	163,000,000	134,200,000	1,900,680,000

Tahun ke-4

Biaya Promosi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Advertising	4,700,000	4,700,000	4,700,000	5,450,000	4,700,000	4,700,000	4,700,000	5,450,000	4,700,000	4,700,000	4,700,000	4,700,000	57,900,000
Promosi penjualan	103,680,000	40,000,000	103,680,000	69,120,000	155,520,000	88,128,000	86,400,000	86,400,000	86,400,000	152,064,000	103,680,000	60,480,000	1,135,552,000
Public relation	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	15,000,000	180,000,000
Endorsment	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	90,000,000	1,080,000,000
Total	213,380,000	149,700,000	213,380,000	179,570,000	265,220,000	197,828,000	196,100,000	196,850,000	196,100,000	261,764,000	213,380,000	170,180,000	2,453,452,000

Tahun ke-5

Biaya Promosi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Advertising	5,500,000	5,500,000	5,500,000	6,500,000	5,500,000	5,500,000	5,500,000	6,500,000	5,500,000	5,500,000	5,500,000	5,500,000	68,000,000
Promosi penjualan	124,416,000	50,000,000	124,416,000	82,944,000	186,624,000	105,753,600	124,416,000	103,680,000	103,680,000	182,476,800	124,416,000	72,576,000	1,385,398,400
Public relation	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	17,500,000	210,000,000
Endorsment	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000	1,200,000,000
Total	247,416,000	173,000,000	247,416,000	206,944,000	309,624,000	228,753,600	247,416,000	227,680,000	226,680,000	305,476,800	247,416,000	195,576,000	2,863,398,400

Lampiran 4 Proyeksi Penjualan

Tahun ke-1

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
UNIT	-	-	-	-	2,000	1,000	2,000	2,000	2,000	2,000	2,000	1,000	14,000
HARGA	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000
TOTAL	-	-	-	-	2,200,000,000	1,100,000,000	2,200,000,000	2,200,000,000	2,200,000,000	2,200,000,000	2,200,000,000	1,100,000,000	15,400,000,000

Tahun ke-2

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
UNIT	2,400	2,400	2,400	1,200	2,400	2,040	2,400	3,000	3,000	2,640	2,400	1,200	27,480
HARGA	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000
TOTAL	2,640,000,000	2,640,000,000	2,640,000,000	1,320,000,000	2,640,000,000	2,244,000,000	2,640,000,000	3,300,000,000	3,300,000,000	2,904,000,000	2,640,000,000	1,320,000,000	30,228,000,000

Tahun ke-3

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
UNIT	2,880	2,880	2,880	1,440	2,880	2,448	2,880	3,600	3,600	3,168	2,880	1,440	32,976
HARGA	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000	1,210,000
TOTAL	3,484,800,000	3,484,800,000	3,484,800,000	1,742,400,000	3,484,800,000	2,962,080,000	3,484,800,000	4,356,000,000	4,356,000,000	3,833,280,000	3,484,800,000	1,742,400,000	39,900,960,000

Tahun ke-4

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
UNIT	3,456	3,456	3,456	1,728	3,456	2,938	3,456	4,320	4,320	3,802	3,456	1,728	39,571
HARGA	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000	1,331,000
TOTAL	4,599,936,000	4,599,936,000	4,599,936,000	2,299,968,000	4,599,936,000	3,909,945,600	4,599,936,000	5,749,920,000	5,749,920,000	5,059,929,600	4,599,936,000	2,299,968,000	52,669,267,200

Tahun ke-5

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
UNIT	4,147	4,147	4,147	2,074	4,147	3,525	4,147	5,184	5,184	4,562	4,147	2,074	47,485
HARGA	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100	1,464,100
TOTAL	6,071,915,520	6,071,915,520	6,071,915,520	3,035,957,760	6,071,915,520	5,161,128,192	6,071,915,520	7,589,894,400	7,589,894,400	6,679,107,072	6,071,915,520	3,035,957,760	69,523,432,704

Lampiran 5 Tahapan Pendirian Perusahaan

Alur Tahapan	Deskripsi Tahapan
Pengajuan Nama Perseroan Terbatas	• Pengajuan nama didaftarkan oleh Notaris melalui Sistem Administrasi Badan Hukum (Sisminbakum) Kemenkumham melalui sistem online.
Pembuatan Akta Perusahaan	a. Permohonan pendirian Perseroan Terbatas dapat diajukan kepada Notaris dengan membawa kelengkapan data anggaran dasar perusahaan dan persyaratan yang dibutuhkan untuk dibuatkan Akta Pendirian Perseroan Terbatas. b. Notaris akan membuat notulen atau salinan anggaran dasar Perseroan Terbatas yang sama isinya dengan Akta Pendirian untuk ditandatangani. Pada tahap ini pada pendiri atau kuasa dapat melakukan koreksi kepada Notaris jika terdapat kesalahan dalam penulisan. c. Notaris akan membuat dan mengeluarkan Akta Otentik yaitu Akta Pendirian Perseroan Terbatas yang ditandatangani dan dibubuhi stempel oleh Notaris. d. Akta Pendirian yang memuat Anggaran Dasar Perseroan Terbatas kemudian diajukan oleh Notaris kepada Notaris kepada Menteri untuk mendapatkan pengesahan sebagai Badan Hukum sesuai Undang-Undang PT Nomor 40 Tahun 2007 tentang Perseroan Terbatas. e. Perseroan Terbatas mendapatkan status sebagai Badan Hukum setelah mendapatkan pengesahan dengan dikeluarkannya SK Menteri Hukum dan HAM RI.
SK Pengesahan Akte Pendirian Perusahaan Dari Departemen Hukum dan HAM	• SK Menteri Hukum dan HAM RI atas Akta Pendirian biasanya diurus oleh notaris tempat dimana Akta Pendirian perusahaan dibuat.
Surat Keterangan Domisili Perusahaan	a. Surat Permohonan pembuatan SKDP yang ditujukan kepada Kasatlak PTSP Kelurahan dan ditandatangani Direktur Utama perusahaan dan melengkapi berkas – berkas yang diminta. b. SKDP dikeluarkan oleh Kantor Kelurahan dengan ditandatangani oleh Lurah dan pada umumnya diketahui dan ditandatangani oleh Kecamatan.

NPWP Perusahaan	a. Mendaftarkan diri pada KPP yang wilayah kerjanya meliputi tempat tinggal atau tempat kedudukan, dan tempat kegiatan usaha Wajib Pajak b. Persyaratannya meliputi fotokopi Akta Pendirian Perusahaan beserta SK Menteri Hukum dan HAM RI dan Surat Keterangan Domisili Perusahaan
Alur Tahapan	**Deskripsi Tahapan**
Surat Izin Gangguan (Hinder Ordonantie-HO)	a. Surat Izin Gangguan dikeluarkan oleh Dinas Perizinan Domisili Usaha di daerah tingkat dua atau setingkat Kabupaten dan Kotamadya. b. Persyaratan teknis yang cukup penting untuk mendapatkan surat izin gangguan ini adalah perusahaan yang didirikan tidak mencemari lingkungan atau tidak menimbulkan efek negatif terhadap lingkungan sekitar
Surat Izin Usaha Perdagangan (SIUP)	a. SIUP adalah Izin Usaha yang dikeluarkan Instansi Pemerintah melalui Dinas Perindustrian dan Perdagangan Kota/Wilayah. b. SIUP diberikan kepada para pengusaha baik perorangan, Firma, CV, PT, Koperasi, BUMN, dan sebagainya.
Tanda Daftar Perusahaan	a. TDP (Tanda Daftar Perusahaan) adalah daftar catatan resmi sebagai bukti bahwa perusahaan telah melakukan wajib daftar perusahaan sesuai dengan ketentuan Undang-Undang Nomor 3 Tahun 1982 yakni tentang “WAJIB DAFTAR PERUSAHAAN”. a. Tanda Daftar Perusahaan berlaku selama perusahaan masih beroperasi dan wajib didaftarkan ulang setiap 5 (lima) tahun. b. PT. BJI wajib didaftarkan dalam Daftar Perusahaan di Badan Penanaman Modal Perizinan Terpadu Satu Atap (BPMPTSP) Kabupaten sesuai dengan Surat Keterangan Domisili Perusahaan
Pendaftaran Merek	a. Pendaftaran merek bertujuan untuk memperoleh kepastian hukum dan perlindungan hukum terhadap hak atas merek. b. Pendaftaran merek dilakukan pada Direktorat Jenderal Hak Kekayaan Intelektual.
Proses Izin Lingkungan	a. Amdal dan UKL-UPL juga merupakan salah satu syarat untuk mendapatkan Izin Lingkungan.

	b. AMDAL wajib dimiliki oleh setiap usaha atau setiap kegiatan yang memiliki dampak langsung terhadap lingkungan. c. Permohonan Izin Lingkungan PT. BJI ini diajukan secara tertulis Badan Lingkungan Hidup Daerah Kabupaten sesuai dengan Surat Keterangan Domisili Perusahaan

Lampiran 6 Biaya Operasional

Tahun 1

Biaya Operasional		Bln 1	Bln 2	Bln 3	Bln 4	Bln 5	Bln 6	Bln 7	Bln 8	Bln 9	Bln 10	Bln 11	Bln 12	Total
Pemeliharaan Gedung	Rp	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	36,000,000
Pemeliharaan Mesin	Rp	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	60,000,000
Listrik & Air	Rp	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	240,000,000
ATK	Rp	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	24,000,000
Telepon dan Internet	Rp	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	24,000,000
Masker Disinfektan vitamin	Rp	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	12,000,000
Kendaraan Operasional	Rp	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	24,000,000
Service Center	Rp	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	108,000,000
R&D Cost	Rp	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	75,000,000
Sewa Gedung	Rp	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	204,000,000
Biaya Asuransi	Rp	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	16,250,000
Biaya Lain-lain	Rp	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	60,000,000
Total Biaya Operasional	**Rp**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**73,604,167**	**883,250,000**

Tahun 2

Biaya Operasional		Bln 1	Bln 2	Bln 3	Bln 4	Bln 5	Bln 6	Bln 7	Bln 8	Bln 9	Bln 10	Bln 11	Bln 12	Total
Pemeliharaan Gedung	Rp	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	37,800,000
Pemeliharaan Mesin	Rp	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	63,000,000
Listrik & Air	Rp	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	252,000,000
ATK	Rp	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	25,200,000
Telepon dan Internet	Rp	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	25,200,000
Masker Disinfektan vitamin	Rp	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	12,600,000
Kendaraan Operasional	Rp	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	25,200,000
Service Center	Rp	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	113,400,000
R&D Cost	Rp	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	78,750,000
Sewa Gedung	Rp	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	204,000,000
Biaya Asuransi	Rp	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	17,062,500
Biaya Lain-lain	Rp	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	63,000,000
Total Biaya Operasional	**Rp**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**76,434,375**	**917,212,500**

Tahun 3

Biaya Operasional		Bln 1	Bln 2	Bln 3	Bln 4	Bln 5	Bln 6	Bln 7	Bln 8	Bln 9	Bln 10	Bln 11	Bln 12	Total
Pemeliharaan Gedung	Rp	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	39,690,000
Pemeliharaan Mesin	Rp	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	66,150,000
Listrik & Air	Rp	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	264,600,000
ATK	Rp	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	26,460,000
Telepon dan Internet	Rp	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	26,460,000
Masker Disinfektan vitamin	Rp	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	13,230,000
Kendaraan Operasional	Rp	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	26,460,000
Service Center	Rp	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	119,070,000
R&D Cost	Rp	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	82,687,500
Sewa Gedung	Rp	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	204,000,000
Biaya Asuransi	Rp	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	17,915,625
Biaya Lain-lain	Rp	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	66,150,000
Total Biaya Operasional	**Rp**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**79,406,094**	**952,873,125**

Tahun 4

Biaya Operasional		Bln 1	Bln 2	Bln 3	Bln 4	Bln 5	Bln 6	Bln 7	Bln 8	Bln 9	Bln 10	Bln 11	Bln 12	Total
Pemeliharaan Gedung	Rp	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	41,674,500
Pemeliharaan Mesin	Rp	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	69,457,500
Listrik & Air	Rp	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	277,830,000
ATK	Rp	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	27,783,000
Telepon dan Internet	Rp	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	27,783,000
Masker Disinfektan vitamin	Rp	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	13,891,500
Kendaraan Operasional	Rp	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	27,783,000
Service Center	Rp	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	125,023,500
R&D Cost	Rp	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	86,821,875
Sewa Gedung	Rp	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	214,200,000
Biaya Asuransi	Rp	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	18,811,406
Biaya Lain-lain	Rp	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	69,457,500
Total Biaya Operasional	**Rp**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**83,376,398**	**1,000,516,781**

Tahun 5

Biaya Operasional		Bln 1	Bln 2	Bln 3	Bln 4	Bln 5	Bln 6	Bln 7	Bln 8	Bln 9	Bln 10	Bln 11	Bln 12	Total
Pemeliharaan Gedung	Rp	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	43,758,225
Pemeliharaan Mesin	Rp	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	72,930,375
Listrik & Air	Rp	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	291,721,500
ATK	Rp	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	29,172,150
Telepon dan Internet	Rp	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	29,172,150
Masker Disinfektan vitamin	Rp	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	14,586,075
Kendaraan Operasional	Rp	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	29,172,150
Service Center	Rp	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	131,274,675
R&D Cost	Rp	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	91,162,969
Sewa Gedung	Rp	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	214,200,000
Biaya Asuransi	Rp	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	19,751,977
Biaya Lain-lain	Rp	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	72,930,375
Total Biaya Operasional	**Rp**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**86,652,718**	**1,039,832,620**

Lampiran 7 Biaya Pra Operasional

No.	Biaya Pra-operasi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Total
1	Renovasi Gedung	5,000,000	5,000,000	5,000,000	5,000,000	20,000,000
2	Perijinan	16,250,000	16,250,000	16,250,000	16,250,000	65,000,000
	Total Biaya Pra Operasi	**21,250,000**	**21,250,000**	**21,250,000**	**21,250,000**	**85,000,000**

Lampiran 8 Biaya Bahan Baku

Tahun ke-1

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Body Kompor	0	0	0	0	252,000,000	252,000,000	252,000,000	252,000,000	252,000,000	252,000,000	252,000,000	252,000,000	2,016,000,000
Burner	0	0	0	0	441,000,000	441,000,000	441,000,000	441,000,000	441,000,000	441,000,000	441,000,000	441,000,000	3,528,000,000
Pemantik	0	0	0	0	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	1,008,000,000
Temperred Glass	0	0	0	0	315,000,000	315,000,000	315,000,000	315,000,000	315,000,000	315,000,000	315,000,000	315,000,000	2,520,000,000
Lainnya	0	0	0	0	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	126,000,000	1,008,000,000
Total	-	-	-	-	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	10,080,000,000

Tahun ke-2

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Body Kompor	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	288,540,000	3,462,480,000
Burner	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	504,945,000	6,059,340,000
Pemantik	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	1,731,240,000
Temperred Glass	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	360,675,000	4,328,100,000
Lainnya	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	144,270,000	1,731,240,000
Total	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	17,312,400,000

Tahun ke-3

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Body Kompor	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	363,560,400	4,362,724,800
Burner	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	636,230,700	7,634,768,400
Pemantik	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	2,181,362,400
Temperred Glass	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	454,450,500	5,453,406,000
Lainnya	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	181,780,200	2,181,362,400
Total	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	21,813,624,000

Tahun ke-4

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Body Kompor	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	458,086,104	5,497,033,248
Burner	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	801,650,682	9,619,808,184
Pemantik	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	2,748,516,624
Temperred Glass	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	572,607,630	6,871,291,560
Lainnya	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	229,043,052	2,748,516,624
Total	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	27,485,166,240

Tahun ke-5

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Body Kompor	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	577,188,491	6,926,261,892
Burner	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	1,010,079,859	12,120,958,312
Pemantik	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	3,463,130,946
Temperred Glass	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	721,485,614	8,657,827,366
Lainnya	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	288,594,246	3,463,130,946
Total	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	34,631,309,462

Lampiran 9 Biaya Investasi

No.	Biaya Asset	Unit	Tahun 1	Tahun 2	Tahun 3	Tahun 4	Tahun 5
	Biaya Asset Kantor						
1	AC 1 Pk	4 unit	16,000,000	-	-	-	-
2	Meja Kerja Direktur dan Manager	5 unit	10,000,000	-	-	-	-
3	Kursi Direktur dan Manager	5 unit	5,000,000	-	-	-	-
4	Meja kerja karyawan	40 unit	20,000,000	-	-	-	-
5	Kursi Kerja karyawan	75 unit	22,500,000	-	-	-	-
6	Printer	2 unit	4,000,000	-	-	-	-
7	Dispenser Air	3 unit	1,800,000	-	-	-	-
8	Aqua Galon	6 unit	600,000	-	-	-	-
9	Paket meja dan kursi ruang meeting	1 set	10,000,000	-	-	-	-
10	TV ruang meeting 50 inch	1 unit	5,000,000	-	-	-	-
11	Paket sofa dan meja tamu	1 set	6,000,000	-	-	-	-
12	Pesawat telepon	1 unit	500,000	-	-	-	-
13	Motor Operasional	1 unit	17,000,000	-	-	-	-
14	Komputer / PC	3 unit	15,000,000	-	-	-	-
15	Laptop Direksi + Manager	2 unit	14,000,000	-	-	-	-
16	Mobil operasional	1 unit	150,000,000	-	-	-	-
17	Genset + Alat pemedam Kebakaran	1 set	40,000,000	-	-	-	-
18	Mobil Box Operasional	1 unit	600,000,000	-	-	-	-
	Biaya Asset Kantor		**937,400,000**	-	-	-	-
	Biaya Asset Produksi						
19	Mesin Cutting	1 unit	70,000,000	-	-	-	-
20	Mesin Drawing / Pond	1 unit	50,000,000	-	-	-	-
21	Washing Pool	1 set	25,000,000	-	-	-	-
22	Mesin Painting	1 unit	25,000,000	-	-	-	-
23	Timbangan 200 kg	1 unit	5,000,000	-	-	-	-
24	Meteran ukur	1 unit	200,000	-	-	-	-
25	Mikro meter	1 unit	200,000	-	-	-	-
26	Termometer Industri	1 unit	1,500,000	-	-	-	-
	Total Biaya Asset Produksi		**176,900,000**	-	-	-	-
	Total Biaya Asset		**1,114,300,000**	-	-	-	-

Lampiran 10 Deskripsi Jabatan

Direktur

Tugas direktur perusahaan adalah sebagai koordinator, komunikator, pengambil keputusan, pemimpin, pengelola dan eksekutor dalam menjalankan dan memimpin perusahaan Perseroan Terbatas. Tugas-tugas direktur adalah sebagai berikut:

a. Memutuskan dan menentukan peraturan dan kebijakan tertinggi perusahaan.
b. Bertanggung jawab dalam memimpin dan menjalankan perusahaan
c. Bertanggung jawab atas kerugian yang dihadapi perusahaan termasuk juga keuntungan perusahaan
d. Merencanakan serta mengembangkan sumber-sumber pendapatan dan pembelanjaan kekayaan perusahaan
e. Bertindak sebagai perwakilan perusahaan dalam hubungannya dengan dunia luar perusahaan
f. Menetapkan strategi-strategi strategis untuk mencapai visi dan misi perusahaan
g. Mengkoordinasikan dan mengawasi semua kegiatan di perusahaan, mulai bidang administrasi, kekaryawan hingga pengadaan barang.

Manajer Produksi dan Gudang

Dibidang produksi terlibat dalam perencanaan, koordinasi, dan control dari proses manufaktur dan bertanggung jawab memastikan barang dan jasa diproduksi secara efisien, jumlah produksi yang benar & akurat, diproduksi sesuai dengan anggaran biaya yang tepat dan berkualitas sesuai standar perusahaan.

a. Membuat rencana jadwal produksi untuk pekerjaan itu
b. Menerapkan dan mengendalikan jadwal produksi
c. Meninjau dan menyesuaikan jadwal di mana diperlukan
d. Menentukan sumber daya manusia yang dibutuhkan
e. Menentukan sumber daya material yang dibutuhkan
f. Mengelola sumber daya manusia dan material untuk memenuhi target produksi
g. Membuat keputusan tentang penggunaan peralatan, pemeliharaan, modifikasi, dan pengadaan
h. Menerapkan prosedur operasi standar untuk operasi produksi
i. Memastikan bahwa prosedur operasi standar dipatuhi
j. Memastikan implementasi dan kepatuhan terhadap prosedur kesehatan dan keselamatan
k. Menetapkan standar kualitas produk
l. Memantau standar kualitas produk
m. Menerapkan dan menegakkan kontrol kualitas dan program pelacakan untuk memenuhi tujuan kualitas

Di bidang gudang **b**ertanggung jawab untuk mengelola operasional divisi gudang dan logistic (distribusi) agar bisa berjalan dengan efektif dan efisien dengan mengacu kepada prosedur dan peraturan yang berlaku di perusahaan. Adapun rincian tugas manajer gudang sebagai berikut:

a. Membantu Head of Manufacturing dalam menyusun target jangka panjang untuk 5 tahun ke depan dan dituangkan dalam bentuk target jangka pendek tahunan untuk departemen yang berada dibawah kewenangannya sesuai dengan data-data yang ada.
b. Bersama Head of Supply Chain menyusun strategi jangka panjang 5 tahun ke depan dan dituangkan dalam strategi jangka pendek tahunan untuk departemen yang berada di bawah kewenangannya
c. Membuat standar operating prosedur (SOP) yang terkait dengan bagian yang berada di bawah kewenangannya dan memastikan prosedur tersebut mendukung pencapaian target organisasi yang sudah ditetapkan sebelumnya.
d. Melakukan pengawasan dan pengendalian kinerja sesuai dengan target yang sudah ditentukan.
e. Melakukan koordinasi internal departemen dan menjaga hubungan lintas divisi agar dapat bekerja sama dalam mencapai target perusahaan yang ditetapkan.

Supervisor Produksi & Gudang

Supervisor adalah jabatan dalam struktur perusahaan yang memiliki kuasa dan otoritas untuk mengeluarkan perintah kepada rekan kerja bawahannya di bawah arahan jabatan atasannya. dilihat dalam struktur organisasi, posisi jabatan *supervisor* berada di antara manajer dan *staff* pelaksana Secara umum tugas supervisor produksi yaitu :

a. Merencanakan pengadaan dan permintaan kebutuhan produksi & gudang dan delivery bahan baku dan hasil produk baik rutin dan maupun non rutin yang dianggap perlu guna kelancaran proses produksi.
b. Mengatur dan mengkoordinasikan mengawasi dan mengevaluasi serta merevisi praktik kerja produksi, pergudangan dan delivery aman, efektif dan efisien
c. Membimbing bawahan dalam bidang pengetahuan dan teknis.

Staff Produksi

Staff produksi merupakan pimpinan perusahaan yang mempunyai tanggung jawab dalam mengelola atau memproses barang dari bahan baku menjadi bahan jadi hasil produk perusahaan. Adapun tugas staff produksi adalah melaksanakan kebijakan dan rencana produksi

a. Melaksanakan produksi dan prosedur kualitas sesuai dengan ketentuan perusahaan
b. Mengatur dan mengontrol bahan baku proses produksi sehingga menjadi bahan dengan ketentuan target yang telah ditentukan perusahaan
c. Memahami kerja dengan standar keamanan

Staff Cutting
Operator cutting merupakan pekerja atau karyawan yang bekerja di sebuah pabrik industri yang mempunyai job pekerjaan khusus di area mesin cutting. Mesin cutting adalah salah satu bagian pada mesin produksi yang berfungsi untuk memotong atau memutus material produksi atau hasil produksi dari satu unit menjadi beberapa bagian. Adapun rincian tugas staff cutting yaitu:
a. Mengoperasikan mesin cutting.
b. Memasang liner gulungan pada metal box mesin cutting.
c. Mengawasi proses produksi pada mesin cutting agar tidak terjadi kesalahan proses pada mesin cutting.
d. Monitor material yang akan di potong pada mesin cutting untuk meminimalisir material yang rusak terbawa tergulung pada mesin winding.
e. Mengawasi mesin cutting dari segi fungsi kerja, jika terjadi kerusakan agar bisa di informasikan kepada pimpinan di mesin produksi dan kemudian akan di infokan kepada teknisi mesin produksi

Staff Perakitan
Operator produksi adalah seseorang yang mengoperasikan peralatan atau mesin untuk membantu proses pembuatan, perakitan, pengemasan, dan langkah lainnya dalam jalur produksi. Posisi sebagai operator produksi adalah bagian yang esensial karena sebagai penentu hasil produk dari perusahaan. Sebagian besar pekerjaan operator produksi dilakukan di pabrik atau warehouse, walaupun beberapa juga terlibat dalam distribusi barang. Pekerjaan yang akan dilakukan bisa saja akan berbeda pada tiap-tiap perusahaan, operator produksi mungkin diharuskan bekerja dengan mesin berat atau jenis mesin yang kompleks. Deskripsi pekerjaan operator produksi untuk perusahaan elektronik mungkin memiliki perbedaan signifikan dengan perusahaan makanan. Adapun tugas dari staff perakitan atau operator produksi yaitu:
a. Membantu pengaturan alur produksi dan memperbaiki kerusakan, serta melaporkan apabila terdapat potensi peningkatan proses produksi.
b. Menyiapkan peralatan dan mengoperasikan mesin produksi yang ditugaskan oleh supervisor, dengan tetap mematuhi kebijakan perusahaan dan standar K3.
c. Melakukan inspeksi dan pemeliharaan peralatan secara berkala untuk memastikan kapasitas dan kualitas produksi tercapai secara konsisten.

Staff QC
Quality Control (pengendalian mutu/kualitas) banyak diperlukan guna sebagai sistem kualitas dalam dunia produksi, dari manufaktur mobil sampai produksi pangan. Orang yang bekerja dalam pengendalian kualitas produk tersebut, tugas umum mereka adalah memeriksa secara visual ataupun dengan bantuan teknologi modern atau menguji produk secara manual sebelum, selama dan setelah proses produksi. Untuk memperoleh kualitas dan kuantitas produksi yang baik, Staf

Quality Control juga bertanggung jawab dalam menjalankan dan memantau peralatan inspeksi, serta merekam dan menganalisis data kualitas suatu produksi. Adapun rincian tugas QC yaitu:

a. Memantau dan menguji perkembangan semua produk yang diproduksi oleh perusahaan.
b. Memverifikasi kualitas produk
c. Memonitor setiap proses yang terlibat dalam produksi produk.
d. Memastikan kualitas barang produksi sesuai standar agar lulus pemeriksaan.
e. Merekomendasikan pengolahan ulang produk-produk berkualitas rendah.
f. Melakukan dokumentasi inspeksi dan tes yang dilakukan pada produk dari sebuah perusahaan.
g. Membuat analisis catatan sejarah perangkat dan dokumentasi produk sebelumnya untuk referensi di masa mendatang.

Staff Pack and Finishing

Operator packing merupakan salah satu posisi yang sangat penting di perusahaan. Posisi satu ini biasanya ada di line produksi. Jobdesk operator packing ini secara sederhananya adalah melakukan pengepakan. Namun kita akan bahas secara lebih spesifik pada kesempatan kali ini.Operator packing merupakan salah satu bagian dari operator produksi di perusahaan manufaktur. Biasanya posisi satu ini berada di bagian finishing atau penyelesaian dalam sebuah proses produksi. Tak bisa disangkal, posisi operator packing ini sangat penting. Adapun rincian tugas:

a. Melakukan briefing

   Tugas pertama yang dilakukan oleh seorang operator packing saat pertama kali datang ke tempat kerja adalah melakukan briefing. Di dalam briefing ini biasanya ada beberapa poin yang dibahas. Tentu saja semuanya berkaitan dengan pekerjaan yang akan digarap.Briefing biasanya dipimpin oleh leader. Di sini juga ada tim dari shift sebelumnya yang hendak pulang kerja. Tim biasanya akan bertukar informasi terkait pekerjaan dan target yang sedang dilakukan. Setiap shift biasanya dipimpin oleh satu orang leader.

b. Mencapai target produksi

   Setelah melakukan briefing, seorang operator packing akan melihat target produksi yang harus dicapai pada hari tersebut. Biasanya target produksi ini dibahas ketika briefing. Ini merupakan salah satu tugas operator packing yang harus dipenuhi. Jadi mencapai target merupakan salah satu kewajiban yang harus dicapai pada hari tersebut.

c. Melakukan pengepakan dengan baik

   Setelah melihat target produksi yang harus dicapai pada hari tersebut, operator packing kemudian mulai melakukan pengepakan. Proses pengepakan ini lakukan sesuai standar operasional prosedur (sop) yang sudah ditetapkan oleh perusahaan.Prosesnya sendiri berbeda-beda. Tentu saja ini akan bergantung pada kebijakan masing-masing perusahaan dan bentuk packingnya sendiri. Ada proses packing yang dilakukan dengan menggunakan mesin, ada juga proses packing yang dilakukan secara manual.Operator packing harus mengikuti prosedur pengepakan sesuai standar yang berlaku. Biasanya packing yang mengalami kerusakan akan disisihkan untuk dilakukan pengepakan ulang nantinya

d. Menjaga kualitas packing produk

   Seperti yang sudah kita bahas sebelumnya, packing yang mengalami kerusakan tidak akan dilanjutkan ke gudang. Packing tersebut harus diperbaiki terlebih dahulu. Tentu saja ini akan menjadi kerugian baik bagi perusahaan ataupun operator packing itu sendiri karena dia harus bekerja dua kali. Karenanya tugas operator packing selanjutnya adalah menjaga kualitas packing produk yang dia kerjakan. Menjaga kualitas ini berarti berhubungan dengan kebersihan, kekuatan, kerapihan dan keindahan.

e. Membuat laporan

   Apabila pekerjaan sudah selesai dilakukan dan target sudah tercapai, operator packing diharuskan membuat laporan yang nantinya akan diberikan kepada atasan masing-masing. Laporan ini menjadi tolak ukur atasan untuk menilai kinerja dari operator packing yang bekerja pada shift tersebut.

f. Menjaga peralatan packing yang dimiliki perusahaan

   Selesai dibuat, tugas operator packing selanjutnya adalah merapikan semua peralatan packing yang sudah digunakan pada shift tersebut. Semua peralatan ini harus dijaga keamanan dan kebersihannya agar mudah untuk digunakan oleh shift selanjutnya.

g. Menjaga kebersihan tempat kerja

   Selain menjaga kebersihan peralatan kerja, operator packing juga bertugas untuk menjaga kebersihan tempat kerja. Biasanya hal ini dikerjakan bersama-sama dengan operator lainnya pada saat menjelang pulang.

Staff Gudang

Staff Gudang adalah pimpinan perusahaan pada bagian pergudangan yang bertanggungjawab atas segala aktivitas pergudangan. Adapun tugas pokok staf gudang adalah

a. Bertanggungjawab atas bongkar muat barang
b. Ikut menandatangani surat penerimaan dan pengiriman barang
c. Mengelola barang yang berada di gudang dan melaporkan kondisinya
d. Melakukan koordinasi dengan bagian terkait

SPV Gudang

Supervisor Gudang adalah seseorang yang memiliki tugas untuk menerima dan memeriksa barang datang ke gudang, menyiapkan barang sesuai permintaan, bertanggung jawab pada stok gudang, mendokumentasi dan memonitor seluruh aktivitas keluar masuk barang, mengatur akurasi pengeluaran dan penerimaan stok, memastikan ketersediaan barang, bertanggung jawab atas operasional gudang, bertanggung jawab dalam pengelolaan perawatan dan pencatatan gudang, dan mengkoordinasi serta mengawasi proses penempatan barang. Adapun beberapa tugas dan tanggung jawab menjadi seorang Supervisor Gudang adalah sebagai berikut:

- Menerima dan memeriksa kedatangan produk/barang di gudang
- Menyerahkan produk atau barang sesuai dengan permintaan
- Bertanggung jawab terhadap stok barang digudang
- Mendokumentasi dan memonitor seluruh aktivitas keluar masuk barang dari quality dan jumlah
- Melakukan stock opname
- Memastikan ketersediaan barang sesuai dengan kebutuhan
- Mengatur akurasi pengeluaran dan penerimaan stok sesuai SOP
- Bertanggung jawab atas operasional gudang
- Bertanggung jawab atas perubahaan layout
- Bertanggung jawab atas transaksi yang terjadi di gudang
- Bertanggung jawab tentang sanitasi dan 5R di Gudang
- Melakukan pengembangan sdm di divisi gudang
- Melakukan implementasi dan perencanaan program kerja dan sasaran mutu di gudang
- Melaporkan lokasi tools atau aset yang telah dikirim
- Bertanggung jawab atas laporan gudang
- Melaporkan hasil stock opname bulanan kepada manajemen
- Memastikan barang yang disimpan digunakan sudah benar dan aman
- Mengidentifikasi semua kegiatan peningkatan di bidang keselamatan di gudang
- Memantau efektivitas penggunaan ruang di gudang
- Membuat rekomendasi perbaikan gudang
- Melakukan prioritas sumber daya tim divisi gudang
- Memantau dan mengontrol proses pencatatan oleh storekeeper dari bahan tambahan dan bahan baku yang diterima. Dengan mencatatkan data seperti tanggal penerimaan, pemasok, penyimpanan, jenis dan jumlahnya.
- Mendukung dan menerapkan kegiatan peningkatan kualitas dan efisiensi pergudangan
- Memantau efektivitas penggunaan ruang dan perlindungan peralatan di gudang
- Menetapkan tugas dari sumber daya tim divisi gudang

Staff Sparepart

Staff Sparepart adalah seseorang yang memiliki tugas untuk menjalankan kartu stock, mencatat semua movement, membuat laporan dan bertanggung jawab terhadap semua sparepart di Warehouse. Adapun beberapa tugas dan tanggung jawab menjadi seorang Admin Sparepart adalah sebagai berikut:

a. Membuat laporan ketersediaan stok sparepart

b. Menjalankan kartu stock untuk semua sparepart
c. Mencatat semua movement sparepart di Warehouse
d. Bertanggung jawab atas terhadap semua sparepart di Warehouse
e. Melakukan pendataan spare part dari mulai menginput nama, tipe, jumlah dan penggunaan barang
f. Memberikan informasi terkait dengan kondisi barang dan stok barang yang tersedia
g. Menerima dan melakukan pendataan barang yang datang dari supplier
h. Menata dan merapikan kondisi layout sparepart
i. Bertanggung jawab untuk menjaga keamanan dan kondisi barang
j. Menjaga kebersihan area penyimpanan
k. Melakukan stock opname terhadap kondisi sparepart setiap satu tahun sekali
l. Menjaga dan mendata keluar masuknya barang

Staff Delivery

Staf Delivery merupakan pimpinan perusahaan pada bagian pendistribusian barang yang bertanggung jawab atas segala aktivitas pendistribusian barang sesuai keperluan perusahaan. Adapun beberapa tugas dan tanggung jawab menjadi seorang Delivery adalah sebagai berikut:

a. Seorang yang bekerja pada bidang Delivery bertugas untuk melakukan koordinasi pengiriman berdasarkan pada jadwal, tujuan dan kapasitas barang yang akan dikirim
b. Mereka juga akan diminta untuk melakukan koordinasi dengan pihak yang terkait dengan kegiatan pengiriman (delivery), ketersediaan stok dan detail pengiriman barang yang akan dikirim
c. Memastikan barang yang dikirim dalam keadaan aman, dan bisa sampai ditempat tujuan tepat waktu
d. Membuatkan laporan atau report pengiriman barang, melakukan analisis tingkat efisiensi atau efektivitas pengiriman yang dilakukan
e. Melakukan monitoring driver dan kendaraan besar
f. Memastikan semua orderan dari Tim sales bisa terkirim 100% sesuai dengan jadwal yang telah ditentukan
g. Memastikan driver telah melakukan ceklis kendaraan dan melakukan perawatan kendaraan agar pada saat proses pengiriman tidak ada kendala yang dihadapi
h. Memonitoring ratio penggunaan BBM dan kontrol kerusakan armada
i. Memastikan semua driver mencapai target yang diinginkan oleh perusahaan
j. Bertanggung jawab atas terkirimnya produk ke outlet dan memastikan bahwa produk yang dikirim ke outlet sesuai dengan dokumen
k. Melakukan filling dokumen dan entry data

Manajer Marketing

Tugas seorang Marketing Manager adalah untuk memimpin dan bertanggung jawab terhadap seluruh proses kegiatan marketing agar target perusahaan tercapai.

l. Mengkoordinasi dan meningkatkan penjualan melalui chanel online atau offline
m. Mengkoordinasikan semua media, organizer acara dan rekan bisnis untuk keperluan promosi dan meningkatkan penjualan
n. Menjaga efektivitas dari inventory level dengan penjualan
d. Mengevaluasi pencapaian target sales
e. Melakukan strategi pemasaran yang efektif serta berorientasi pada pencapaian dan peningkatan target sales
f. Memberikan pengarahan serta problem solving terhadap masalah yang berkaitan dengan pencapaian sales
g. Membangun serta menjaga hubungan dengan mitra bisnis, klien dan vendor
h. Melakukan pembinaan dan penilaian terhadap perilaku dan prestasi bawahan
i. Mengembangan produk atau jasa dari perusahaan

SPV After Sales

After sales service di dunia bisnis, customer experience adalah segalanya. Ada berbagai strategi pemasaran diterapkan perusahaan demi memenangkan hati konsumen, after sales service adalah salah satunya. Dari segi customer journey, after sales service termasuk ke dalam level pemasaran funnel terbawah. Alasannya, target utama layanan after sales adalah orang yang telah menjadi konsumen atau pelanggan. Di lapangan, after sales service adalah salah satu strategi terbaik yang dapat menghasilkan loyalitas dan word of mouth. Sayangnya, tidak banyak perusahaan serius menerapkan strategi pemasaran satu ini.

Staff after sales

After Sales adalah seseorang yang memiliki tugas untuk melakukan survey kepuasan pelanggan, membuat strategi after sales, membuat SOP, memberikan pelatihan dan pengarahan untuk seluruh supervisor, membuat kontrak service dan membuat laporan kerja, rencana kerja dan pencapaian target.

E-commerce marketing

Admin E Commerce adalah seseorang yang memiliki tugas untuk menghubungkan pelanggan dengan perusahaan, membantu menangani keluhan, perintah, kesalahan, pertanyaan rekening, penagihan, pembatalan dan menjawab berbagai pertanyaan lainnya dari konsumen. Adapun beberapa tugas dan tanggung jawab menjadi seorang Admin E Commerce adalah sebagai berikut:

a. Melakukan analisis atau mengulas barang untuk E Commerce
b. Mempelajari dan mempersiapkan materi produk yang nantinya akan di promosikan nantinya
c. Harus bisa menggunakan Microsoft Office untuk membuat laporan harian

d. Disiplin dan bisa melakukan komunikasi dengan baik
e. Membuat dan memperbaharui konten website (produk, konten, dan promosi)
f. Memberikan kontribusi pada proses penjualan dan kegiatan operasional E Commerce
g. Membuat laporan bulanan yang berisi data penjualan, komplain customer dan retur penjualan

Staff penjualan

Untuk perusahaan distributor kecil menengah, pembagian tugas tidak begitu banyak atau ada beberapa tugas yang dirangkap, sebagai akibatnya, struktur organisasinya sangat sederhana dan cenderung flat. Di perusahaan kecil dan menengah, umumnya hanya terdiri dari bagian Administrasi Umum dan Keuangan, bagian Penjualan / Pemasaran, dan bagian Gudang dan Pengiriman.

Maka tugas Administrasi Penjualan adalah :

- Menangani dokumen umum yang berhubungan dengan penjualan.
- Memeriksa dan mencatat surat /dokumen yang masuk.
- Membuat surat /dokumen penawaran (proposal).
- Mengarsip dan mendistribusikan surat / dokumen masuk ke bagian terkait.
- Menangani dokumen penjualan dari team penjualan (salesman).
- Melakukan entry data ke system (Nota Penjualan, Surat Jalan, Nota Kredit Retur, Nota Kredit, dan lain-lain).
- Menerbitkan Faktur Penjualan dengan faktur pajaknya, dokumen retur barang, NK / CN, baik dari system aplikasi ataupun secara manual, misal via excel, (bagi yang masih manual system).
- Melakukan pemeriksaaan kebenaran setiap dokumen penjualan, seperti :
- Kebenaran barang yang terjual (Nota Penjualan / Surat Jalan dengan Faktur Penjualan)
- Kebenaran barang yang akan dikirim (Surat Pesanan dari Langganan Faktur Penjualan)
- Memastikan Nama dan Alamat Pelanggan tepat, termasuk alamat pengiriman barang.
- Memastikan Syarat Penjualan / Pembelian sesuai dengan aturan, seperti jangka waktu kredit, atau tunai jika konsumen / pelanggan masih baru.
- Memastikan diskon yang diberikan benar, sesuai dengan aturan, seperti penjualan ke type outlet grosir, atau berdasarkan kuantitas pembelian / penjualan.
- Memastikan program penjualan benar dan masih berlaku, misal program bogof.
- Melakukan pemeriksaan dokumen terkait seperti dokumen retur barang, nota kredit dan lain-lain.
- Memastikan toko yang melakukan retur barang, pernah membeli barang tersebut dari perusahaan dalam periode yang ditentukan.

- Memastikan barang yang diretur, adalah barang yang memang diijinkan untuk diretur, (untuk barang fast moving biasanya tidak bisa diretur).
- Memastikan harga yang tepat, sesuai dengan aturan (harga pada saat ini atau harga saat pembelian), termasuk diskon yang diberikan.
- Untuk Nota Kredit / Credit Note, atau potongan yang diberikan setelah faktur diterbitkan, harus dipastikan dilakukan sesuai aturan yang berlaku, termasuk siapa yang berhak menandatangani dokumen tersebut.

SPV distributor

Tujuan jabatan dari Supervisor Distribusi adalah mengelola kegiatan operasional divisi Distribusi (Logistik) secara profesional untuk mencapai target atau program kerja yang telah di tetapkan dengan berpedoman kepada prosedur (SOP) dan peraturan yang sudah ditetapkan oleh Manajemen perusahaan.Adapun tanggung jawab dari seorang Supervisor Distribusi (Logistik) adalah menjalankan Standard Operating Procedure (SOP) dan Work Instruction (WI atau IK) yang telah ditetapkan. Di samping itu tanggung jawab yang lain adalah membuat laporan - laporan sesuai dengan jobdesc nya untuk diserahkan kepada atasannya.

Tanggung jawab khusus tersebut antara lain sebagai berikut :

- Memastikan strategi sudah dijalankan sesuai dengan apa yang sudah ditetapkan.
- Memastikan SOP yang dijalankan di dalam bagian di bawah kewenangannya sesuai dengan standar yang sudah ditetapkan.
- Melakukan pengawasan kerja team yang berada di bawah kewenangannya.
- Mengajukan permintaan biaya kegiatan operasional kepada manager.
- Membuat dan menyampaikan laporan kepada atasan.
- Melaporkan kebutuhan tenaga kerja, terutama jika ada yang keluar untuk replacement kepada manager.
- Melakukan bimbingan dan pengawasan fungsi kerja sesuai dengan WI (work instruction).

Staff Sales

Seorang Sales Staff memiliki tugas atau tanggung jawab untuk meningkatkan penjualan agar target penjualan perusahaan dapat tercapai. Peningkatan penjualan dilakukan dengan bertemu langsung dengan klien. Adapun tugas dari staff sales yaitu:

a. Melakukan direct selling
b. Memperkenalkan dan menjelaskan produk kepada klien
c. Meningkatkan penjualan agar target tercapai
d. Melakukan follow up dan negosiasi terhadap klien
e. Membuat laporan dan evaluasi terhadap hasil follow up
f. Mengatur data-data klien
g. Menjalin hubungan yang baik dengan customer atau klien
h. Melakukan maintenance dan strategi existing klien

Manajer HC/HRD

HC/HRD manager adalah orang yang diberikan tanggung jawab untuk mengepalai divisi human resources. Yang bisa menempati posisi ini tentu adalah mereka yang sudah memiliki pengalaman cukup sebagai praktisi HR. Dalam tatanannya, HRD manager biasanya memiliki atasan Direktur HRD atau Direktur Operasional (tergantung struktur organisasinya). Adapun tugas dari HRD:

1. Mengidentifikasi dan menetapkan tujuan manajemen SDM dan menyelaraskannya dengan tujuan perusahaan.
2. Mengembangkan, mengelola, dan memonitor sistem serta kegiatan perencanaan divisi human resources dan memastikannya sejalan dengan hukum dan peraturan ketenagakerjaan yang berlaku.
3. Merancang, mengelola, dan mengendalikan anggaran belanja human resources.
4. Melakukan perencanaan tenaga kerja dan merancang sistem rekrutmen dan seleksi yang efektif.
5. Merancang program pengembangan karyawan dan pemimpin seperti training, upskilling/reskilling, atau coaching, berdasarkan identifikasi berbasis data.
6. Memonitor kebijakan pengupahan (seperti survei gaji tahunan), menjaga program comben tetap kompetitif.
7. Mereviu analisis beban kerja, serta memastikan job description tiap bagian sudah sesuai dengan porsinya masing-masing.
8. Mendukung jalannya bisnis perusahaan melalui pengembangan dan produktivitas karyawan, menciptakan lingkungan kerja yang positif, hingga membuat kebijakan baru sesuai kebutuhan.

SPV HC/HRD

Supervisor HRD adalah seseorang yang memiliki tugas untuk membuat agenda kerja departemen HRD, mengerjakan project improvement, mengevaluasi kerja staff, membuat laporan pemantauan absensi dan lembur pekerja, melakukan seleksi dan rekrutmen karyawan, memonitoring pembaruan data karyawan dan BPJS, melakukan perhitungan gaji karyawan, melakukan penilaian dan pelatihan karyawan, memastikan semua staff hrd melakukan pekerjaan tepat waktu dengan hasil yang baik dan menjalin hubungan industrial yang baik antar departemen ataupun dengan pihak luar. Adapun beberapa tugas dan tanggung jawab menjadi seorang Supervisor HRD adalah sebagai berikut:

a. Menyusun rencana, jadwal kerja, menugaskan pekerjaan kepada seluruh Staf HRD.
b. Mengawasi kinerja kerja, kemajuan karyawan, dan mengevaluasi kinerja karyawan
c. Merealisasikan rencana rekrutmen yang sudah ditetapkan perusahaan
d. Mengelola seluruh data karyawan pusat dan cabang seperti masa kontrak, lisensi dan status karyawan

e. Mengawasi staf HRD di proyek sesuai dengan area yang ditugaskan
f. Mengelola laporan yang berhubungan dengan ketenagakerjaan
g. Mengatur dan mengelola rekrutmen dan pengawasan karyawan
h. Mengelola semua dokumen penting perusahaan, seperti surat perjanjian atau kerjasama, surat-surat kendaraan dan surat perjanjian lainnya
i. Aktif mengatur dan mencari sumber daya tenaga kerja terbaik untuk perusahaan

Staff HC/HRD

HRD adalah salah satu bagian dari perusahaan yang menjalankan beberapa fungsi yang berkaitan dengan pengelolaan sumber daya manusia di dalam perusahaan. Kepanjangan dari HRD sendiri adalah *Human Resources and Development.*Bagian ini akan diisi oleh staff-staff HRD. Jika sedang mencari pekerjaan, mungkin kamu perlu mempertimbangkan posisi ini karena staff HRD adalah salah satu posisi yang selalu dibutuhkan di setiap perusahaan.

1. Rekrutmen dan Seleksi

Tugas rekrutmen menjadi tugas HRD yang paling banyak diketahui oleh masyarakat. Rekrutmen bertujuan untuk menemukan sumber daya manusia yang potensial untuk mengisi berbagai posisi di perusahaan.

Untuk mendapatkan sumber daya terbaik, HRD melakukan proses yang cukup panjang. Hal-hal yang dilakukan HRD untuk proses rekrutmen di antaranya adalah memilah berkas rekrutmen seperti CV dan surat lamaran kerja, wawancara kandidat, pemberian asesmen, hingga memfasilitasi saat kandidat *onboarding* atau masuk kerja di hari pertama.

2. Training and Development

Tugas lain dari staff HRD adalah *training and development* atau pelatihan dan pengembangan. Tak hanya menyeleksi calon karyawan, tugas HRD juga meningkatkan kualitas karyawan yang sudah bergabung dengan perusahaan.

Hal ini perlu dilakukan HRD agar kemampuan pekerja selalu sesuai dengan kebutuhan perusahaan sehingga dapat berkontribusi secara optimal. *Training and Development* juga perlu dilakukan ketika ada perubahan atau perkembangan besar pada industri atau perusahaan.

3. Administrasi Personalia

Tugas HRD lain yang perlu kamu tahu adalah administrasi personalia. Tugas ini sering dianggap tugas utama dari staff HRD. Secara garis besar, staff HRD akan berhubungan dengan pengelolaan database serta administrasi karyawan.

Secara detail, staff HRD akan mengelola database karyawan, pembayaran gaji dan benefit-benefit lain, absensi dan cuti tahunan, kontrak kerja, hingga pengunduran diri karyawan.

4. Membuat Ekosistem Kerja Kondusif

Sebuah perusahaan biasanya terdiri dari banyak karyawan dengan berbagai posisi yang memiliki kepribadian beragam. Agar karyawan dapat bekerja dengan baik, ekosistem dalam perusahaan perlu dijaga agar tetap kondusif. Salah satu tugas HRD adalah mengelola hal tersebut.

Untuk mencapai tujuan tersebut staff HRD dapat membuat peraturan-peraturan perusahaan untuk ditaati karyawan. Tak hanya melalui peraturan, staff HRD dapat menjaga ekosistem kerja dengan menumbuhkan motivasi kerja di antara karyawan.

5. Evaluasi Kinerja

Salah satu upaya dalam membuat ekosistem kerja yang kondusif, HRD perlu melakukan evaluasi kinerja. Evaluasi kinerja dilakukan agar kualitas karyawan terkontrol dan kinerja karyawan meningkat.

Untuk melakukan evaluasi kinerja, biasanya HRD melakukan pengumpulan *feedback* melalui berbagai cara seperti menggunakan *performance appraisal tools.* Selain itu, masukan dari rekan kerja, atasan, atau bawahan juga mungkin dibutuhkan bagi staff HRD untuk mendapatkan evaluasi kinerja.

SPV Personalia

Personalia adalah departemen yang bertugas melaksanakan serangkaian kegiatan pengelolaan SDM untuk hal-hal yang terkait administratif guna mengatur hubungan kerja antara perusahaan dan karyawannya. Adapun tugas dari SPV personalia yaitu:

a. Bertanggung jawab terhadap data karyawan, payroll, dan pembayaran benefit lainnya.
b. Mengelola absensi dan daftar hadir karyawan, pinjaman karyawan, mencatat cuti, dan filing dokumen.
c. Melakukan sosialisasi dan koordinasi Menyiapkan perjanjian kerja dengan karyawan baru Penerimaan tenaga kerja koordinasi dengan labour supply.
d. Menyiapkan internal letter dan outgoing letter. Memperbaharui/update dan record data

Manager Finance and Accounting

Finance adalah bagian yang mengelola dan memegang uang secara langsung, baik dalam bentuk uang kartal maupun uang giral. Menurut Ridwan dan Inge, penulis buku Manajemen Keuangan, pengertian finance adalah seni dalam mengelola uang yang memengaruhi kehidupan setiap orang atau organisasi.Sementara accounting adalah seni dalam mengukur, berkomunikasi, serta menginterpretasikan aktivitas keuangan. Jika dilihat di Wikipedia, definisi accounting merupakan pengukuran, penjabaran, dan pemberian kepastian terhadap informasi keuangan yang akan membantu pimpinan dalam mengambil keputusan.

SPV Finance

Apapun, istilah finance yang memiliki arti keuangan, selalu memiliki peranan yang penting. Hal ini dikarenakan posisi yang berkaitan dengan finance merupakan salah satu pilar yang sangat penting bagi perusahaan untuk menunjang kinerja perusahaan dalam segala aspek. Dalam hal ini, salah satu jabatan yang memegang peranan penting dalam bagian finance adalah supervisor finance. Supervisor Finance adalah seseorang yang bertugas mengawasi dan supervisi posisi dibawahnya di bagian finance yang bertanggung jawab atas kelancaran proses kinerja finance di perusahaan. Dalam kerjanya, seorang supervisor finance bertanggung jawab untuk ;

1. Memastikan laporan keuangan tersedia
2. Memastikan kinerja para admin dan pegawai lain yang secara hierarki berada dibawahnya benar benar terkordinir dengan baik.
3. Memastikan pendataan terkait informasi finance lainnya seperti, invoice, account receivable dan account payable, serta petty cash dan lain-lain tersedia dengan baik.
4. Memastikan divisi finance yang dipimpin berkontribusi dengan baik terhadap perusahaan.

Staff Finance

Staff finance adalah orang yang bertanggung jawab untuk menangani keuangan perusahaan. Seorang staff finance berhubungan dengan pengawasan, penciptaan dan studi keuangan, kredit, investasi, aset, dan liabilitas yang membentuk sistem keuangan sebuah perusahaan.

Atau secara sederhana, staff finance adalah orang yang bertanggung jawab terhadap segala aktivitas keuangan, baik dari pengelolaan, penerimaan, transaksi, pencatatan dan laporan. Untuk itulah dalam melakukan tugasnya staff finance harus selalu teliti.

Tugas staff finance antara lain :

1. Mengumpulkan Dana Perusahaan

   Sudah pasti dalam sebuah perusahaan akan banyak aktivitas operasional yang membutuhkan dana. Oleh karena itu, dana harus selalu tersedia. Untuk karena itu, tugas staff *finance* bertugas untuk mengumpulkan dana perusahaan, baik itu yang bersumber dari pemasukan, ataupun juga pinjaman kepada bank.

2. Melakukan Pengelolaan Keuangan Perusahaan

   Tugas staff *finance* yang pertama adalah melakukan pengelolaan uang. Di sini staff *finance* tugasnya menangani *budgeting* dan analisis keuangan perusahaan. Biasanya kamu akan diminta membuat *budget* yang kecil, namun dapat mendatangkan keuntungan yang optimal bagi perusahaan.

   Setelah rencana *budgeting* itu selesai, maka akan masuk tahap rekomendasi kepada para petinggi perusahaan. *Staff finance* juga akan menjelaskan kepada petinggi perusahaan tentang risiko keuangan yang dimiliki oleh perusahaan atau bisnis.

3. Melakukan Pencatatan Keuangan

   Staff finance tugasnya juga melakukan penginputan semua transaksi keuangan. Segala jenis transaksi harus dicatat karena ini berkaitan dengan keadaan kas perusahaan. Semua uang yang digunakan harus jelas segala peruntukannya.

   Pencatatan ini juga akan memudahkan tugas *staff finance* dalam membuat laporan setiap bulannya.

4. Melakukan Eksekusi Pembayaran

   Tidak hanya wajib membayar gaji pegawai, perusahaan juga wajib membayar pajak dan masalah administrasi lainnya. Staff *finance* adalah orang yang punya tugas untuk membayar segala tagihan tersebut.

   Selain itu kamu juga akan bertanggung jawab terhadap semua dokumen administratif terkait pembayaran dan pelunasan.

5. Melakukan Pengecekan Terhadap Laporan Keuangan

   Setiap bulan atau setiap kuartal setiap perusahaan akan mengumpulkan laporan keuangan mereka. Nah, *staff finance* adalah orang yang bertugas dan bertanggung jawab untuk mengecek apakah laporan tersebut sudah dibuat dengan bukti pencatatan transaksi

SPV accounting

Supervisor Accounting adalah pengemban tugas dan tanggung jawab untuk menjamin ketepatan dan kelancaran proses akuntansi di perusahaan. Posisi ini membawahi para akuntan yang berkutat dengan data-data akuntansi hingga laporan keuangan. Adapun tugas dari supervisor accounting yaitu:

Tanggung jawab dan tugas yang dibebankan kepada Supervisor Accounting umumnya terkait dengan pengawasan, pemeriksaan, dan kontrol. Namun, tugas dan tanggung jawabnya secara rinci, antara lain:

1. Melakukan kontrol terhadap pekerjaan yang berhubungan dengan keuangan dan akuntansi
2. Menyusun laporan keuangan setiap periode, baik harian, mingguan, bulanan, maupun tahunan menyesuaikan kebijakan perusahaan
3. Mengelola berbagai laporan terkait finansial perusahaan, seperti laporan bank, laporan keuangan, laporan kas kecil, dan laporan persediaan atau stock
4. Menganalisa anggaran seluruh departemen untuk mengestimasi anggaran perusahaan
5. Memberikan rekomendasi berdasarkan laporan yang dimiliki kepada manajemen
6. Membuat arsip dokumen perusahaan dan menyusunnya sesuai dengan masing-masing departemen
7. Menyusun laporan perpajakan sesuai peraturan perpajakan
8. Bersedia menjadi partner kerja untuk setiap departemen

9. Membuat susunan anggaran tahunan perusahaan dan kegiatannya
10. Memantau dan menganalisis capaian anggaran
11. Mengontrol arus kas sekaligus menganalisanya
12. Melakukan kontrol terhadap aset perusahaan

Staff accounting

Staff accounting adalah jabatan di sebuah perusahaan yang bertugas dan bertanggung jawab melakukan pencatatan serta pengklasifikasian semua transaksi sehingga dapat menghasilkan laporan keuangan yang dibutuhkan oleh perusahaan secara tepat dan akurat. Pencatatan serta pengelompokan semua transaksi ini memiliki standar aturan tersendiri. Tugas dari staff accounting yaitu:

1. Membuat pembukuan keuangan kantor
2. Melakukan *posting* jurnal operasional
3. Membuat pembukuan dari transaksi keuangan perusahaan
4. Membuat laporan keuangan
5. Melakukan *filling* dokumen ke dalam sistem perusahaan

Lampiran 11 Spesifikasi Jabatan

Direktur Utama

- Pendidikan minimal S2 di bidang Manajemen / Ekonomi.
- Pengalaman min 3 tahun bekerja atau menjadi bagian penting dalam perusahaan.
- Minimal usia 30 tahun.
- Menguasai ilmu – ilmu administrasi, manajemen dan pembukuan
- Dapat membuat, menyusun dan mengerjakan konsep dan kerangka kerja yang berhubungan dengan penjadwalan, aplikasi, pengawasan dan pengembangan.
- Mampu merencanakan, mengadakan dan mengatur negosiasi dengan pihak-pihak lain.
- Berjiwa pemimpin.
- WNI.
- Mampu berkomunikasi dengan baik.
- Memiliki kemampuan menganalisa kinerja operasional, pemasaran, sumber daya manusia dan keuangan dengan baik dalam rangka pelaksanaan tugas pengawasan

Manajer Produksi dan Gudang

- Pendidikan minimal S1
- Memiliki pengalaman minimal 2 tahun sebagai manajer produksi atau koordinator produksi
- Memiliki kemampuan komunikasi yang baik.
- Memiliki jiwa kepemimpinan.
- Mampu bekerja secara tim
- Cekatan, trampil, inovatif dalam pengembangan produksi.
- Dapat bekerja cepat dan bisa menyelesaikan masalah yang terjadi pada bagian produksi.
- Berwawasan Luas.
- Berintegritas tinggi dan tegas dalam mengambil segala keputusan.
- Memiliki kemampuan manajerial yang bagus

SPV Produksi

- Pendidikan minimal D3
- Mengerti dan menguasai proses welding
- Lebih disukai yang memahami production system
- Keterampilan organisasi - untuk tugas-tugas seperti merencanakan jadwal produksi dan memastikan semua bahan dan peralatan yang diperlukan tersedia bagi tim produksi saat dibutuhkan.
- Kemampuan dalam memecahkan masalah - perlu dapat dengan cepat menilai masalah produksi dan menetapkan tindakan terbaik.

- Keterampilan analisa - harus dapat menemukan masalah dalam proses manufaktur dengan cepat dan mengambil tindakan yang tepat untuk memperbaiki. Juga bertanggung jawab untuk memastikan bahwa tim produksi memiliki akses ke semua keterampilan dan peralatan yang diperlukan pada waktu yang tepat
- Manajemen waktu - harus memastikan bahwa tim produksi mereka bekerja dengan cara yang paling efisien untuk waktu dan dengan downtime paling mungkin, untuk mempertahankan hasil produksi sambil tetap menjaga keamanan staf dan kualitas produk.
- Memiliki kemampuan pengambilan keputusan - harus dapat membuat keputusan dengan cepat, di bawah tekanan, setelah penilaian yang cermat dari semua informasi yang tersedia.
- Keterampilan berkomunikasi - harus dapat dengan jelas dan ringkas mengirimkan instruksi kepada tim produksi. Harus juga dapat menangani masalah manajemen tim secara cepat dan efektif.

Staff Cutting
- Pria, maksimal 35 tahun
- Pendidikan minimal SMA/SMK Sederajat
- Memiliki pengalaman (kursus /bekerja) dalam bidang terkait

Staff Pond
- Pria maksimal 35 tahun.
- Pendidikan minimal SMA/SMK
- Mampu mengoperasikan komputer
- Mampu bekerja dibawah tekanan

Staff Drawing
- Pria/Wanita, usia maksimal 35 tahun
- Pendidikan minimal D3/S1 (Desain Grafis/ teknik industri)
- Memiliki pengalaman dalam membuat desain packaging/desain medsos minimal 6 bulan
- Menguasai teknik komputer
- Kreatif, disiplin

Staff Perakitan
- Pendidikan min SMA / SMK
- Laki laki/ wanita, usia max 30 tahun
- Teliti, cekatan & bertanggung jawab
- Dapat bekerja dengan deadline
- Mampu bekerja dalam team

Staff QC

- Pendidikan minimal D3
- Memiliki pengalaman sebagai QC Staff minimal 1 tahun (diutamakan)
- Bertanggung Jawab, teliti, disiplin, dan mampu bekerja dibawah tekanan

Staff Pack and Finishing

- Laki-laki / perempuan usia max 30 tahun
- Pendidikan min SMA /sederajat
- Dapat bekerja dengan cepat
- Disiplin

SPV Gudang

- Pendidikan, minimal D3 / SI
- Laki - laki
- Pengalaman kerja minimal 3 tahun
- Umur, maksimal 35 tahun
- Komunikatif, tegas
- Mempunyai jiwa kepemimpinan.
- Mengerti dan paham tentang manajemen Gudang

Staff Spare parts

- Pendidikan, minimal SMA (Sederajat) / D3
- Laki - laki / wanita usia maksimal 30 tahun
- Teliti dan cekatan
- Mengerti dan paham administrasi gudang

Staff Barang Jadi

- Lulusan SMA/ sederajat.
- Memiliki kemampuan komunikasi yang baik dan memadai.
- Memiliki kesehatan dan fisik yang baik serta prima.
- Cekatan, ulet, jujur, tanggung jawab, serta inisiatif.
- Memiliki keahlian dalam menghitung dan matematika dasar yang baik.

SPV Delivery

- Pendidikan minimal D3, S1.
- Usia maksimal 35 tahun.
- Pengalaman minimal 3 tahun sebagai supervisor
- Memiliki karakter yang tangguh, ulet, dan teliti.
- Memiliki kemampuan untuk perencanaan dan budget.
- Mampu kerjasama dalam team

- Mampu bekerja dibawah tekanan.

Staff Delivery

- Pria, usia maksimal 35 tahun
- Pendidikan SMA/SMK
- Tidak sedang menempuh pendidikan kuliah, dsb.
- Memiliki kendaraan pribadi dan memiliki SIM C maupun SIM A
- Diutamakan pernah memiliki pengalaman kerja min 1 tahun
- Memiliki skill berkomunikasi yang baik
- Mampu bekerja secara team
- Jujur, teliti, dan bertanggung jawab
- Siap bekerja dibawah tekanan

Manajer Marketing

- Pendidikan : Perguruan Tinggi (S-1)
- Pengalaman : Minimum 1 (satu) tahun dalam bagiannya.
- Kuasai beberapa basic pengetahuan pemasaran, penjualan, promosi, advertising, administrasi, entertainment, perfilman, broadcasting, fotografi, keuangan, masalah umum, computer serta pembukuan.
- Mampu merencanakan serta kerangka kerja yang terkait dengan penjadwalan, aplikasi, pengawasan serta pengembangan.
- Mampu mengatur negosiasi
- Mampu berbahasa Inggris
- Kecekatan serta Ketelitian : Bisa memperkirakan serta mengestimasi variabel kemungkinan serta kesempatan.
- Kepemimpinan : Bisa memimpin bawahan dengan baik dalam rencana melakukan pekerjaannya.
- Tanggung jawab : Mempunyai tanggung jawab yang terkait dengan pekerjaan pada bawahannya.
- Analisis : Mempunyai kekuatan menganalisa kemampuan pemasaran, penjualan serta promosi dengan baik dalam rencana proses pekerjaan serta pengawasan

SPV After Sales

- Laki laki, usia maksimal 35 tahun
- Pendidikan minimal D3
- Pengalaman kerja minimal 3 tahun.

Staff After Sales

- Diutamakan Laki-laki
- Memiliki riwayat pendidikan minimal SMA
- Memiliki pengalaman minimal 2 tahun sebagai sales
- Pengetahuan yang baik dalam management after sales & service serta implementasinya
- Memiliki kemampuan menjaga kualitas after sales & service

SPV E-commerce

- Minimal pendidikan minimal D3 segala jurusan
- Berpengalaman menghandle e-commerce minimal 3 tahun
- Mengerti digital marketing/advertising pada google ads, FB ads, IG ads, SEO dll.
- Mengerti strategi penjualan di E-Commerce dengan baik
- Paham dengan Online Marketplace
- Mempunyai komunikasi yang baik dan jiwa kepemimpinan
- Dapat bekerja di bawah tekanan
- Mampu berkoordinasi dengan internal team dan eksternal dengan baik

Staff e-commerce

- Pria/ Wanita Pendidikan minimal SMA
- Usia maksimal 30 tahun
- Menguasai Microsoft Office
- Mampu membangun relasi dengan klien E-Commerce
- Memiliki pengetahuan mengenai E-Commerce menjadi nilai lebih

Staff Penjualan

- Laki-laki
- Usia maks. 30 tahun
- Pendidikan minimal SMA
- Menguasai Bahasa Inggris dan keterampilan komputer
- Berpenampilan menarik (good looking), rapi, dan bersih
- Jujur, aktif, kreatif
- Sehat jasmani dan rohani, serta tidak memiliki penyakit bawaan

SPV Distributor

Kualifikasinya:

- Pendidikan, minimal D3 / S1
- Laki - laki
- Pengalaman kerja minimal 2 tahun

- Umur, maksimal 35 tahun
- Mengerti dan memahami sistem distribusi barang.
- Komunikatif
- Mempunyai jiwa leadership yang kuat
- Mengerti dan paham tentang peraturan yang berkaitan dengan ekspedisi barang.

Staff Sales
- Pria/Wanita berusia mak 35 tahun
- Pendidikan SMA/SMK
- Memiliki kendaraan bermotor dan SIM sesuai peruntukannya
- Menguasai komputer (Microsoft Office) dan dapat berkomunikasi dengan baik
- Berorientasi pada target dan memiliki analisa kerja yang kuat
- Luwes dalam berkomunikasi

Manajer HRD dan personalia
- Jurusan Psikologi, baik lulusan S1 maupun S2.
- Kemampuan mengelola anggaran
- Kemampuan pelatihan dan pengembangan
- Memiliki kemampuan berkomunikasi
- Memiliki kemampuan berorganisasi
- Memiliki kemampuan berempati

SPV HRD
- Pendidikan Formal Minimal Sarjana Stara 1 (satu), Fakultas Hukum, Fak. Psikologi,
- Laki –laki usia maksimal 35 tahun
- Memiliki Pengalaman sebagai Supervisor HRD minimal 3 tahun
- Memiliki jaringan yang luas, dan pemahaman yang strategis untuk pengembangan HRD
- Memiliki pemahaman peraturan perburuhan, dan peraturan lainnya yang berkaitan dengan kegiatan / proses yang seharusnya dilakukan.
- Memiliki pemahaman Strategis HRD yang baik dan menyusun skema strategi
- Memiliki kemampuan negosiasi yang baik, komunikatif dan memiliki inisiatif yang bersifat strategis
- Mampu bekerja di bawah tekanan, dan memiliki pengalaman bekerja sebagai Supervisor HRD di industri manufacturing.
- Memiliki strategi Planning yaitu merencanakan kegiatan yang menjadi tugasnya
- Memiliki strategi Organizing yaitu mengkoordinasikan kegiatan dan tugas agar berjalan lancar

- Memiliki strategi Staffing yaitu memastikan setiap orang yang terlibat pada tugas dan pekerjaan tersebut.
- Memiliki strategi Directing Mengarahkan bagaimana agar tugas dan pekerjaan tersebut dapat berjalan lancar.
- Memiliki strategi Controlling melakukan kontrol terhadap kegiatan dalam grup serta pekerjaan yang dilakukan oleh grup tersebut.

Staff HRD
- Minimal pendidikan D3 dari jurusan apa saja (diutamakan psikologi)
- Memiliki pengalaman minimal 1 tahun di bidang yang sejenis, diutamakan yang berkaitan dengan proses rekrutmen dan pelatihan karyawan.
- Memiliki kemampuan komunikasi yang baik
- Mampu mengoperasikan komputer (Ms.Office)

SPV Personalia
- Pria / wanita usia maksimal 35 tahun.
- Pendidikan minimal S1 dalam bidang psikologi, hukum, atau yang terkait lainnya.
- Memiliki pengalaman kerja 3 tahun dalam bidang yang sama.
- Memiliki pengetahuan yang baik dalam hukum perburuhan.
- Berpengalaman dalam menangani perekrutan, pelatihan, hubungan industrial dan semua aspek SDM dalam organisasi.
- Dapat berbahasa inggris.

Staff personalia
- Pendidikan D3 sederajat
- Memiliki pengetahuan di bidang personalia
- Memahami undang-undang ketenagakerjaan di Indonesia
- Memiliki kemampuan untuk berkomunikasi dan bernegosiasi dengan baik
- Menguasai administrasi perkantoran (terkait kepegawaian)
- Mampu menggunakan Microsoft Office
- Memiliki kemampuan berorganisasi dan manajemen waktu yang baik

Manager Finance and Accounting
- Minimum lulusan S Ekonomi Akuntansi/Manajemen
- Memiliki pengalaman minimal 3 tahun di posisi yang sama
- Memahami prinsip Akuntansi dan keuangan serta perpajakan.
- Menguasai komputer (MS Office).
- Mampu berbahasa Inggris, lisan dan tulisan.
- Teliti, jujur, disiplin, dan sistematis dalam bekerja.

- Memiliki kemampuan analisa yang baik, berorientasi pada hasil, memiliki kemampuan komunikasi dan relasi interpersonal yang baik

SPV Finance

- Pendidikan minimal D3 Ekonomi
- Memiliki pengalaman sebagai Spv Finance - Accounting min 3 tahun
- Mahir dalam menggunakan program atau sistem Akuntansi
- Mampu mempersiapkan dan menafsirkan laporan keuangan
- Mampu merencanakan dan mengontrol keuangan

Staff Finance

1. Pendidikan minimal D3 Ekonomi
2. Maksimal 28 tahun
3. Memiliki pengalaman di bidang Finance, Accounting dan Administrasi minimal 1 tahun (disukai)
4. Menguasai Microsoft Office
5. Menguasai software Akuntansi lebih disukai dan diutamakan (Min Excel)
6. Bertanggung jawab, jujur dan teliti
7. Dapat bekerja dalam sebuah tim
8. Mahir dalam pengoperasian komputer

SPV Accounting

- Pendidikan minimal S1
- Pengalaman minimal 3 tahun di bidang yang sama
- Menguasai Ms. Office
- Menguasai pekerjaan finance accounting
- Mengerti perpajakan
- Sanggup bekerja di bawah tekanan dan deadline
- Bertanggung jawab dan memiliki loyalitas

Staff Accounting

9. Pendidikan minimal D3 Ekonomi
10. Maksimal 28 tahun
11. Memiliki pengalaman di bidang Finance, Accounting dan Administrasi minimal 1 tahun (disukai)
12. Menguasai Microsoft Office
13. Menguasai software Akuntansi lebih disukai dan diutamakan (Min Excel)
14. Bertanggung jawab, jujur dan teliti
15. Dapat bekerja dalam sebuah tim
16. Mahir dalam pengoperasian computer

Lampiran 12 Rencana SDM

Jabatan		Tahun 1	Tahun 2	Tahun 3	Tahun 4	Tahun 5
Direktur	orang	1	1	1	1	1
Manajer Produksi dan Gudang	orang	1	1	1	1	1
Manajer Marketing	orang	1	1	1	1	1
Manajer HRD dan Personalia	orang	1	1	1	1	1
Manajer Finance dan Accounting	orang	1	1	1	1	1
Supervisor Produksi	orang	1	1	1	1	1
Supervisor Gudang	orang	1	1	1	1	1
Supervisor Delivery	orang	1	1	1	1	1
Supervisor After sales	orang	0	1	1	1	1
Supervisor E-commerce	orang	1	1	1	1	1
Supervisor Distributor	orang	0	1	1	1	1
Supervisor HRD	orang	1	1	1	1	1
Supervisor Personalia	orang	0	0	1	1	1
Supervisor Finance	orang	1	1	1	1	1
Supervisor Accounting	orang	0	0	1	1	1
Staff Cutting	orang	3	3	4	4	4
Staff Pond	orang	2	2	2	4	4
Staff Drawing	orang	2	2	2	4	4
Staff Perakitan	orang	4	4	5	6	6
Staff QC	orang	2	2	2	4	4
Staff Pack and Finish	orang	2	2	3	3	3
Staff Sparepart	orang	1	1	2	2	2
Staff Barang jadi	orang	1	1	2	2	2
Staff Delivery	orang	1	2	4	4	4
Staff Commerce	orang	2	2	3	3	3
Staff Promosi	orang	2	3	6	6	6
Staff Penjualan	orang	2	3	6	6	6
Staff Sales	orang	0	3	6	6	6
Staff After Sales	orang	0	1	2	3	3
Staff HRD	orang	1	1	2	2	2
Staff Personalia	orang	0	1	2	2	2
Staff Finance	orang	1	1	2	2	2
Staff Accounting	orang	0	1	2	2	2
		37	**48**	**72**	**80**	**80**

Lampiran 13 Biaya SDM

Deskripsi	Tahun Ke 1 (Rp 000)												
	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Direktur	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	240,000
Manajer Produksi dan Gudang	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	144,000
Manajer Marketing	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	144,000
Manajer HRD dan Personalia	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	144,000
Manajer Finance dan Accounting	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	144,000
Supervisor Produksi	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	84,000
Supervisor Gudang	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	84,000
Supervisor Delivery	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	84,000
Supervisor After sales	-	-	-	-	-	-	-	-	-	-	-	-	-
Supervisor E-commerce	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	84,000
Supervisor Distributor	-	-	-	-	-	-	-	-	-	-	-	-	-
Supervisor HRD	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	84,000
Supervisor Personalia	-	-	-	-	-	-	-	-	-	-	-	-	-
Supervisor Finance	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	84,000
Supervisor Accounting	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff Cutting	13,500	13,500	13,500	13,500	13,500	13,500	13,500	13,500	13,500	13,500	13,500	13,500	162,000
Staff Pond	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Drawing	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Perakitan	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	216,000
Staff QC	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Pack and Finish	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Sparepart	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	54,000
Staff Barang jadi	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	54,000
Staff Delivery	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	54,000
Staff Commerce	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Promosi	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Penjualan	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	108,000
Staff Sales	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff After Sales	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff HRD	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	54,000
Staff Personalia	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff Finance	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	54,000
Staff Accounting	-	-	-	-	-	-	-	-	-	-	-	-	-
Lembur	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	64,800
Bonus/Insentif										-			-
THR					227,000								227,000
BPJS Kesehatan	9,080	9,080	9,080	9,080	9,080	9,080	9,080	9,080	9,080	9,080	9,080	9,080	108,960
BPJS Ketenagakerjaan	11,078	11,078	11,078	11,078	11,078	11,078	11,078	11,078	11,078	11,078	11,078	11,078	132,931
Family Gathering/Tim Building												-	-
Pelatihan	6,167	6,167	6,167	6,167	6,167	6,167	6,167	6,167	6,167	6,167	6,167	6,167	74,000
Recruitment	52,560												52,560
Total	311,284	258,724	258,724	258,724	485,724	258,724	258,724	258,724	258,724	258,724	258,724	258,724	3,384,251

Deskripsi	Tahun Ke 2 (Rp 000)												
	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Direktur	20,846	20,846	20,846	20,846	20,846	20,846	20,846	20,846	20,846	20,846	20,846	20,846	250,152
Manajer Produksi dan Gudang	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	150,091
Manajer Marketing	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	150,091
Manajer HRD dan Personalia	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	150,091
Manajer Finance dan Accounting	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	12,508	150,091
Supervisor Produksi	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor Gudang	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor Delivery	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor After sales	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor E-commerce	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor Distributor	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor HRD	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor Personalia	-	-	-	-	-	-	-	-	-	-	-	-	-
Supervisor Finance	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	7,296	87,553
Supervisor Accounting	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff Cutting	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	168,853
Staff Pond	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	112,568
Staff Drawing	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	112,568
Staff Perakitan	18,761	18,761	18,761	18,761	18,761	18,761	18,761	18,761	18,761	18,761	18,761	18,761	225,137
Staff QC	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	112,568
Staff Pack and Finish	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	112,568
Staff Sparepart	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Staff Barang jadi	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Staff Delivery	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	112,568
Staff Commerce	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	9,381	112,568
Staff Promosi	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	168,853
Staff Penjualan	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	168,853
Staff Sales	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	14,071	168,853
Staff After Sales	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Staff HRD	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Staff Personalia	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Staff Finance	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Staff Accounting	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	4,690	56,284
Lembur	13,133	13,133	13,133	13,133	13,133	13,133	13,133	13,133	13,133	13,133	13,133	13,133	157,596
Bonus/Insentif										293,407			293,407
THR					293,407								293,407
BPJS Kesehatan	11,736	11,736	11,736	11,736	11,736	11,736	11,736	11,736	11,736	11,736	11,736	11,736	140,836
BPJS Ketenagakerjaan	14,318	14,318	14,318	14,318	14,318	14,318	14,318	14,318	14,318	14,318	14,318	14,318	171,819
Family Gathering/Tim Building												37,000	37,000
Pelatihan	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	96,000
Recruitment	54,783												54,783
Total	395,378	340,595	340,595	340,595	634,002	340,595	340,595	340,595	340,595	634,002	340,595	377,595	4,765,738

Deskripsi	Tahun Ke 3 (Rp 000)												
	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Direktur	21,728	21,728	21,728	21,728	21,728	21,728	21,728	21,728	21,728	21,728	21,728	21,728	260,733
Manajer	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	156,440
Manajer Marketing	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	156,440
Manajer HRD dan Personalia	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	156,440
Manajer Finance dan Accounting	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	13,037	156,440
Supervisi (Produksi, Gudang, Dilevery)	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisi Marketing	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor (Finance & Admin)	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor After sales	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor E-commerce	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor Distributor	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor HRD	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor Personalia	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor Finance	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Supervisor Accounting	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	91,257
Staff Produksi	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	234,660
Staff Gudang	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff Delevery	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff sales promosi	24,444	24,444	24,444	24,444	24,444	24,444	24,444	24,444	24,444	24,444	24,444	24,444	293,325
Staff adm.sales	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff digital marketing	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	175,995
Staff Finance & Purchasing	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff HC	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff Delivery	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	19,555	234,660
Staff Commerce	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	14,666	175,995
Staff Promosi	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	351,990
Staff Penjualan	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	351,990
Staff Sales	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	29,333	351,990
Staff After Sales	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff HRD	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff Personalia	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff Finance	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Staff Accounting	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	9,778	117,330
Lembur	27,377	27,377	27,377	27,377	27,377	27,377	27,377	27,377	27,377	27,377	27,377	27,377	328,524
Bonus/Insentif										428,581			428,581
THR					428,581								428,581
BPJS Kesehatan	17,143	17,143	17,143	17,143	17,143	17,143	17,143	17,143	17,143	17,143	17,143	17,143	205,719
BPJS Ketenagakerjaan	20,915	20,915	20,915	20,915	20,915	20,915	20,915	20,915	20,915	20,915	20,915	20,915	250,977
Family Gathering/Tim Building												38,565	38,565
Pelatihan	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000	144,000
Recruitment	57,101												57,101
Total	563,116	506,016	506,016	506,016	934,596	506,016	506,016	506,016	506,016	934,596	506,016	544,581	7,025,013

Deskripsi	Tahun Ke 4 (Rp 000)												
	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Direktur	22,647	22,647	22,647	22,647	22,647	22,647	22,647	22,647	22,647	22,647	22,647	22,647	271,762
Manajer	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	163,057
Manajer Marketing	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	163,057
Manajer HRD dan Personalia	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	163,057
Manajer Finance dan Accounting	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	13,588	163,057
Supervisi (Produksi, Gudang, Dilevery)	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisi Marketing	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor (Finance & Admin)	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor After sales	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor E-commerce	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor Distributor	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor HRD	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor Personalia	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor Finance	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Supervisor Accounting	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	7,926	95,117
Staff Produksi	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	244,586
Staff Gudang	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	244,586
Staff Delevery	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	244,586
Staff sales promosi	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	366,879
Staff adm.sales	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	244,586
Staff digital marketing	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	183,440
Staff Finance & Purchasing	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	122,293
Staff HC	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	122,293
Staff Delivery	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	20,382	244,586
Staff Commerce	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	183,440
Staff Promosi	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	366,879
Staff Penjualan	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	366,879
Staff Sales	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	30,573	366,879
Staff After Sales	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	15,287	183,440
Staff HRD	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	122,293
Staff Personalia	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	122,293
Staff Finance	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	122,293
Staff Accounting	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	10,191	122,293
Lembur	29,554	29,554	29,554	29,554	29,554	29,554	29,554	29,554	29,554	29,554	29,554	29,554	354,650
Bonus/Insentif										487,474			487,474
THR					487,474								487,474
BPJS Kesehatan	19,499	19,499	19,499	19,499	19,499	19,499	19,499	19,499	19,499	19,499	19,499	19,499	233,987
BPJS Ketenagakerjaan	23,789	23,789	23,789	23,789	23,789	23,789	23,789	23,789	23,789	23,789	23,789	23,789	285,465
Family Gathering/Tim Building												40,196	40,196
Pelatihan	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	160,000
Recruitment	59,516												59,516
Total	633,165	573,649	573,649	573,649	1,061,123	573,649	573,649	573,649	573,649	1,061,123	573,649	613,845	7,958,449

Deskripsi	Tahun Ke 5 (Rp 000)												
	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Direktur	23,605	23,605	23,605	23,605	23,605	23,605	23,605	23,605	23,605	23,605	23,605	23,605	283,258
Manajer Produksi dan Gudang	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	169,955
Manajer Marketing	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	169,955
Manajer HRD dan Personalia	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	169,955
Manajer Finance dan Accounting	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	14,163	169,955
Supervisi (Produksi, Gudang, Dilevery)	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisi Marketing	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor (Finance & Admin)	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor After sales	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor E-commerce	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor Distributor	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor HRD	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor Personalia	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor Finance	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Supervisor Accounting	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	8,262	99,140
Staff Produksi	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	254,932
Staff Gudang	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	254,932
Staff Delevery	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	254,932
Staff sales promosi	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	382,398
Staff adm.sales	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	254,932
Staff digital marketing	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	191,199
Staff Finance & Purchasing	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	127,466
Staff HC	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	127,466
Staff Delivery	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	21,244	254,932
Staff Commerce	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	191,199
Staff Promosi	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	382,398
Staff Penjualan	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	382,398
Staff Sales	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	31,867	382,398
Staff After Sales	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	15,933	191,199
Staff HRD	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	127,466
Staff Personalia	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	127,466
Staff Finance	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	127,466
Staff Accounting	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	10,622	127,466
Lembur	30,804	30,804	30,804	30,804	30,804	30,804	30,804	30,804	30,804	30,804	30,804	30,804	369,652
Bonus/Insentif										508,094			508,094
THR					508,094								508,094
BPJS Kesehatan	20,324	20,324	20,324	20,324	20,324	20,324	20,324	20,324	20,324	20,324	20,324	20,324	243,885
BPJS Ketenagakerjaan	24,795	24,795	24,795	24,795	24,795	24,795	24,795	24,795	24,795	24,795	24,795	24,795	297,540
Family Gathering/Tim Building												41,897	41,897
Pelatihan	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	13,333	160,000
Recruitment	62,034												62,034
Total	659,384	597,350	597,350	597,350	1,105,444	597,350	597,350	597,350	597,350	1,105,444	597,350	639,247	8,288,324

Lampiran 14 Laporan Laba Rugi

Tahun ke-1

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Pendapatan Penjualan	-	-	-	-	2,200,000,000	1,100,000,000	2,200,000,000	2,200,000,000	2,200,000,000	2,200,000,000	2,200,000,000	1,100,000,000	15,400,000,000
Biaya Bahan Baku	-	-	-	-	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	1,260,000,000	10,080,000,000
Laba Kotor	**-**	**-**	**-**	**-**	**940,000,000**	**(160,000,000)**	**940,000,000**	**940,000,000**	**940,000,000**	**940,000,000**	**940,000,000**	**(160,000,000)**	**5,320,000,000**
Biaya :													
Operasional													
Pra Operasional	21,250,000	21,250,000	21,250,000	21,250,000	-								85,000,000
Listrik & Air	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	20,000,000	240,000,000
ATK	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	24,000,000
Telepon dan Internet	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	24,000,000
Masker Disinfektan vitamin	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	12,000,000
Kendaraan Operasional	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	24,000,000
Service Center	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	108,000,000
R&D Cost	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	6,250,000	75,000,000
Sewa Gedung	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	204,000,000
Lain-lain	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	60,000,000
	85,500,000	**85,500,000**	**85,500,000**	**85,500,000**	**64,250,000**	**64,250,000**	**64,250,000**	**64,250,000**	**64,250,000**	**64,250,000**	**64,250,000**	**64,250,000**	**856,000,000**
SDM													
Salary & Benefit	311,284,267	258,724,267	258,724,267	258,724,267	485,724,267	258,724,267	258,724,267	258,724,267	258,724,267	258,724,267	258,724,267	258,724,267	3,384,251,200
	311,284,267	**258,724,267**	**258,724,267**	**258,724,267**	**485,724,267**	**258,724,267**	**258,724,267**	**258,724,267**	**258,724,267**	**258,724,267**	**258,724,267**	**258,724,267**	**3,384,251,200**
Pemasaran													
Marketing	-	-	-	-	144,050,000	87,800,000	112,800,000	94,050,000	92,800,000	132,800,000	112,800,000	92,800,000	869,900,000
	-	**-**	**-**	**-**	**144,050,000**	**87,800,000**	**112,800,000**	**94,050,000**	**92,800,000**	**132,800,000**	**112,800,000**	**92,800,000**	**869,900,000**
Management Resiko													
Pemeliharaan Gedung	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	36,000,000
Pemeliharaan Mesin	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	60,000,000
Asuransi	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	16,250,000
	9,354,167	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**112,250,000**
Depresiasi	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**278,575,000**
	429,353,017	**376,793,017**	**376,793,017**	**376,793,017**	**726,593,017**	**443,343,017**	**468,343,017**	**449,593,017**	**448,343,017**	**488,343,017**	**468,343,017**	**448,343,017**	**5,500,976,200**
Laba Sebelum Pajak	**(429,353,017)**	**(376,793,017)**	**(376,793,017)**	**(376,793,017)**	**213,406,983**	**(603,343,017)**	**471,656,983**	**490,406,983**	**491,656,983**	**451,656,983**	**471,656,983**	**(608,343,017)**	**(180,976,200)**
Pajak	-	-	-	-	-	-	-	-	-	-	-	-	-
Laba Bersih Tahun berjalan	**(429,353,017)**	**(376,793,017)**	**(376,793,017)**	**(376,793,017)**	**213,406,983**	**(603,343,017)**	**471,656,983**	**490,406,983**	**491,656,983**	**451,656,983**	**471,656,983**	**(608,343,017)**	**(180,976,200)**
Dividen	-	-	-	-	-	-	-	-	-	-	-	-	-
Laba di Tahan	**(429,353,017)**	**(376,793,017)**	**(376,793,017)**	**(376,793,017)**	**213,406,983**	**(603,343,017)**	**471,656,983**	**490,406,983**	**491,656,983**	**451,656,983**	**471,656,983**	**(608,343,017)**	**(180,976,200)**

Tahun ke-2

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Pendapatan Penjualan	2,640,000,000	2,640,000,000	2,640,000,000	1,320,000,000	2,640,000,000	2,244,000,000	2,640,000,000	3,300,000,000	3,300,000,000	2,904,000,000	2,640,000,000	1,320,000,000	30,228,000,000
Biaya Bahan Baku	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	1,442,700,000	17,312,400,000
Laba Kotor	**1,197,300,000**	**1,197,300,000**	**1,197,300,000**	**(122,700,000)**	**1,197,300,000**	**801,300,000**	**1,197,300,000**	**1,857,300,000**	**1,857,300,000**	**1,461,300,000**	**1,197,300,000**	**(122,700,000)**	**12,915,600,000**
Biaya :													
Operasional													
Pra Operasional	-	-	-	-	-								-
Listrik & Air	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	21,000,000	252,000,000
ATK	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	25,200,000
Telepon dan Internet	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	25,200,000
Masker Disinfektan vitamin	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	1,050,000	12,600,000
Kendaraan Operasional	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000	25,200,000
Service Center	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	9,450,000	113,400,000
R&D Cost	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	6,562,500	78,750,000
Sewa Gedung	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	204,000,000
Lain-lain	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	63,000,000
	66,612,500	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**66,612,500**	**799,350,000**
SDM													
Salary & Benefit	395,378,300	340,595,012	340,595,012	340,595,012	634,002,462	340,595,012	340,595,012	340,595,012	340,595,012	634,002,462	340,595,012	377,595,012	4,765,738,327
	395,378,300	**340,595,012**	**340,595,012**	**340,595,012**	**634,002,462**	**340,595,012**	**340,595,012**	**340,595,012**	**340,595,012**	**634,002,462**	**340,595,012**	**377,595,012**	**4,765,738,327**
Pemasaran													
Marketing	133,360,000	98,360,000	133,360,000	116,610,000	169,360,000	124,360,000	133,360,000	119,610,000	118,360,000	165,760,000	133,360,000	109,360,000	1,555,220,000
	133,360,000	**98,360,000**	**133,360,000**	**116,610,000**	**169,360,000**	**124,360,000**	**133,360,000**	**119,610,000**	**118,360,000**	**165,760,000**	**133,360,000**	**109,360,000**	**1,555,220,000**
Management Resiko													
Pemeliharaan Gedung	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	3,150,000	37,800,000
Pemeliharaan Mesin	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	5,250,000	63,000,000
Asuransi	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	17,062,500
	9,821,875	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**117,862,500**
Depresiasi	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**278,575,000**
	628,387,258	**538,603,970**	**573,603,970**	**556,853,970**	**903,011,420**	**564,603,970**	**573,603,970**	**559,853,970**	**558,603,970**	**899,411,420**	**573,603,970**	**586,603,970**	**7,516,745,827**
Laba Sebelum Pajak	**568,912,742**	**658,696,030**	**623,696,030**	**(679,553,970)**	**294,288,580**	**236,696,030**	**623,696,030**	**1,297,446,030**	**1,298,696,030**	**561,888,580**	**623,696,030**	**(709,303,970)**	**5,398,854,173**
Pajak	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	91,120,399	1,093,444,788
Laba Bersih Tahun berjalan	**477,792,343**	**567,575,631**	**532,575,631**	**(770,674,369)**	**203,168,181**	**145,575,631**	**532,575,631**	**1,206,325,631**	**1,207,575,631**	**470,768,181**	**532,575,631**	**(800,424,369)**	**4,305,409,385**
Dividen	-	-	-	-	-	-	-	-	-	-	-	1,291,622,815.45	1,291,622,815
Laba di Tahan	**477,792,343**	**567,575,631**	**532,575,631**	**(770,674,369)**	**203,168,181**	**145,575,631**	**532,575,631**	**1,206,325,631**	**1,207,575,631**	**470,768,181**	**532,575,631**	**(2,092,047,184)**	**3,013,786,569**

Tahun ke-3

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Pendapatan Penjualan	3,484,800,000	3,484,800,000	3,484,800,000	1,742,400,000	3,484,800,000	2,962,080,000	3,484,800,000	4,356,000,000	4,356,000,000	3,833,280,000	3,484,800,000	1,742,400,000	39,900,960,000
Biaya Bahan Baku	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	1,817,802,000	21,813,624,000
Laba Kotor	**1,666,998,000**	**1,666,998,000**	**1,666,998,000**	**(75,402,000)**	**1,666,998,000**	**1,144,278,000**	**1,666,998,000**	**2,538,198,000**	**2,538,198,000**	**2,015,478,000**	**1,666,998,000**	**(75,402,000)**	**18,087,336,000**
Biaya :													
Operasional													
Pra Operasional	-	-	-	-	-								-
Listrik & Air	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	22,050,000	264,600,000
ATK	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	26,460,000
Telepon dan Internet	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	26,460,000
Masker Disinfektan vitamin	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	1,102,500	13,230,000
Kendaraan Operasional	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	2,205,000	26,460,000
Service Center	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	9,922,500	119,070,000
R&D Cost	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	6,890,625	82,687,500
Sewa Gedung	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000	204,000,000
Lain-lain	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	66,150,000
	69,093,125	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**69,093,125**	**829,117,500**
SDM													
Salary & Benefit	563,116,161	506,015,540	506,015,540	506,015,540	934,596,115	506,015,540	506,015,540	506,015,540	506,015,540	934,596,115	506,015,540	544,580,640	7,025,013,352
	563,116,161	**506,015,540**	**506,015,540**	**506,015,540**	**934,596,115**	**506,015,540**	**506,015,540**	**506,015,540**	**506,015,540**	**934,596,115**	**506,015,540**	**544,580,640**	**7,025,013,352**
Pemasaran													
Marketing	163,000,000	121,000,000	163,000,000	142,300,000	206,200,000	152,200,000	163,000,000	145,900,000	145,000,000	201,880,000	163,000,000	134,200,000	1,900,680,000
	163,000,000	**121,000,000**	**163,000,000**	**142,300,000**	**206,200,000**	**152,200,000**	**163,000,000**	**145,900,000**	**145,000,000**	**201,880,000**	**163,000,000**	**134,200,000**	**1,900,680,000**
Management Resiko													
Pemeliharaan Gedung	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	3,307,500	39,690,000
Pemeliharaan Mesin	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	5,512,500	66,150,000
Asuransi	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	17,915,625
	10,312,969	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**123,755,625**
Depresiasi	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**278,575,000**
	828,736,838	**729,636,217**	**771,636,217**	**750,936,217**	**1,243,416,792**	**760,836,217**	**771,636,217**	**754,536,217**	**753,636,217**	**1,239,096,792**	**771,636,217**	**781,401,317**	**10,157,141,477**
Laba Sebelum Pajak	**838,261,162**	**937,361,783**	**895,361,783**	**(826,338,217)**	**423,581,208**	**383,441,783**	**895,361,783**	**1,783,661,783**	**1,784,561,783**	**776,381,208**	**895,361,783**	**(856,803,317)**	**7,930,194,523**
Pajak	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	136,642,033	1,639,704,400
Laba Bersih Tahun berjalan	**701,619,128**	**800,719,750**	**758,719,750**	**(962,980,250)**	**286,939,175**	**246,799,750**	**758,719,750**	**1,647,019,750**	**1,647,919,750**	**639,739,175**	**758,719,750**	**(993,445,350)**	**6,290,490,123**
Dividen	-	-	-	-	-	-	-	-	-	-	-	1,887,147,037.01	1,887,147,037
Laba di Tahan	**701,619,128**	**800,719,750**	**758,719,750**	**(962,980,250)**	**286,939,175**	**246,799,750**	**758,719,750**	**1,647,019,750**	**1,647,919,750**	**639,739,175**	**758,719,750**	**(2,880,592,387)**	**4,403,343,086**

Tahun ke-4

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Pendapatan Penjualan	4,599,936,000	4,599,936,000	4,599,936,000	2,299,968,000	4,599,936,000	3,909,945,600	4,599,936,000	5,749,920,000	5,749,920,000	5,059,929,600	4,599,936,000	2,299,968,000	52,669,267,200
Biaya Bahan Baku	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	2,290,430,520	27,485,166,240
Laba Kotor	**2,309,505,480**	**2,309,505,480**	**2,309,505,480**	**9,537,480**	**2,309,505,480**	**1,619,515,080**	**2,309,505,480**	**3,459,489,480**	**3,459,489,480**	**2,769,499,080**	**2,309,505,480**	**9,537,480**	**25,184,100,960**
Biaya :													
Operasional													
Pra Operasional	-	-	-	-	-								-
Listrik & Air	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	23,152,500	277,830,000
ATK	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	27,783,000
Telepon dan Internet	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	27,783,000
Masker Disinfektan vitamin	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	1,157,625	13,891,500
Kendaraan Operasional	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	2,315,250	27,783,000
Service Center	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	10,418,625	125,023,500
R&D Cost	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	7,235,156	86,821,875
Sewa Gedung	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	214,200,000
Lain-lain	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	69,457,500
	72,547,781	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**72,547,781**	**870,573,375**
SDM													
Salary & Benefit	633,165,061	573,649,084	573,649,084	573,649,084	1,061,122,985	573,649,084	573,649,084	573,649,084	573,649,084	1,061,122,985	573,649,084	613,845,488	7,958,449,190
	633,165,061	**573,649,084**	**573,649,084**	**573,649,084**	**1,061,122,985**	**573,649,084**	**573,649,084**	**573,649,084**	**573,649,084**	**1,061,122,985**	**573,649,084**	**613,845,488**	**7,958,449,190**
Pemasaran													
Marketing	213,380,000	149,700,000	213,380,000	179,570,000	265,220,000	197,828,000	196,100,000	196,850,000	196,100,000	261,764,000	213,380,000	170,180,000	2,453,452,000
	213,380,000	**149,700,000**	**213,380,000**	**179,570,000**	**265,220,000**	**197,828,000**	**196,100,000**	**196,850,000**	**196,100,000**	**261,764,000**	**213,380,000**	**170,180,000**	**2,453,452,000**
Management Resiko													
Pemeliharaan Gedung	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	3,472,875	41,674,500
Pemeliharaan Mesin	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	5,788,125	69,457,500
Asuransi	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	18,811,406
	10,828,617	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**129,943,406**
Depresiasi	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**23,214,583**	**278,575,000**
	953,136,043	**829,940,066**	**893,620,066**	**859,810,066**	**1,432,933,967**	**878,068,066**	**876,340,066**	**877,090,066**	**876,340,066**	**1,429,477,967**	**893,620,066**	**890,616,469**	**11,690,992,971**
Laba Sebelum Pajak	**1,356,369,437**	**1,479,565,414**	**1,415,885,414**	**(850,272,586)**	**876,571,513**	**741,447,014**	**1,433,165,414**	**2,582,399,414**	**2,583,149,414**	**1,340,021,113**	**1,415,885,414**	**(881,078,989)**	**13,493,107,989**
Pajak	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	247,373,646	2,968,483,757
Laba Bersih Tahun berjalan	**1,108,995,791**	**1,232,191,768**	**1,168,511,768**	**(1,097,646,232)**	**629,197,867**	**494,073,368**	**1,185,791,768**	**2,335,025,768**	**2,335,775,768**	**1,092,647,467**	**1,168,511,768**	**(1,128,452,636)**	**10,524,624,231**
Dividen	-	-	-	-	-	-	-	-	-	-	-	5,262,312,116	5,262,312,116
Laba di Tahan	**1,108,995,791**	**1,232,191,768**	**1,168,511,768**	**(1,097,646,232)**	**629,197,867**	**494,073,368**	**1,185,791,768**	**2,335,025,768**	**2,335,775,768**	**1,092,647,467**	**1,168,511,768**	**(6,390,764,751)**	**5,262,312,116**

Tahun ke-5

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Pendapatan Penjualan	6,071,915,520	6,071,915,520	6,071,915,520	3,035,957,760	6,071,915,520	5,161,128,192	6,071,915,520	7,589,894,400	7,589,894,400	6,679,107,072	6,071,915,520	3,035,957,760	69,523,432,704
Biaya Bahan Baku	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	2,885,942,455	34,631,309,462
Laba Kotor	**3,185,973,065**	**3,185,973,065**	**3,185,973,065**	**150,015,305**	**3,185,973,065**	**2,275,185,737**	**3,185,973,065**	**4,703,951,945**	**4,703,951,945**	**3,793,164,617**	**3,185,973,065**	**150,015,305**	**34,892,123,242**
Biaya :													
Operasional													
Pra Operasional	-	-	-	-	-								-
Listrik & Air	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	24,310,125	291,721,500
ATK	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	29,172,150
Telepon dan Internet	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	29,172,150
Masker Disinfektan vitamin	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	1,215,506	14,586,075
Kendaraan Operasional	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	2,431,013	29,172,150
Service Center	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	10,939,556	131,274,675
R&D Cost	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	7,596,914	91,162,969
Sewa Gedung	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	17,850,000	214,200,000
Lain-lain	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	72,930,375
	75,282,670	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**75,282,670**	**903,392,044**
SDM													
Salary & Benefit	659,383,943	597,350,440	597,350,440	597,350,440	1,105,444,487	597,350,440	597,350,440	597,350,440	597,350,440	1,105,444,487	597,350,440	639,247,152	8,288,323,591
	659,383,943	**597,350,440**	**597,350,440**	**597,350,440**	**1,105,444,487**	**597,350,440**	**597,350,440**	**597,350,440**	**597,350,440**	**1,105,444,487**	**597,350,440**	**639,247,152**	**8,288,323,591**
Pemasaran													
Marketing	247,416,000	173,000,000	247,416,000	206,944,000	309,624,000	228,753,600	247,416,000	227,680,000	226,680,000	305,476,800	247,416,000	195,576,000	2,863,398,400
	247,416,000	**173,000,000**	**247,416,000**	**206,944,000**	**309,624,000**	**228,753,600**	**247,416,000**	**227,680,000**	**226,680,000**	**305,476,800**	**247,416,000**	**195,576,000**	**2,863,398,400**
Management Resiko													
Pemeliharaan Gedung	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	3,646,519	43,758,225
Pemeliharaan Mesin	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	6,077,531	72,930,375
Asuransi	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	19,751,977
	11,370,048	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**136,440,577**
Depresiasi	-	-	-	-	-	-	-	-	-	-	-	-	-
	993,452,662	**857,003,158**	**931,419,158**	**890,947,158**	**1,501,721,206**	**912,756,758**	**931,419,158**	**911,683,158**	**910,683,158**	**1,497,574,006**	**931,419,158**	**921,475,870**	**12,191,554,611**
Laba Sebelum Pajak	**2,192,520,403**	**2,328,969,906**	**2,254,553,906**	**(740,931,854)**	**1,684,251,859**	**1,362,428,978**	**2,254,553,906**	**3,792,268,786**	**3,793,268,786**	**2,295,590,611**	**2,254,553,906**	**(771,460,565)**	**22,700,568,630**
Pajak	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	416,177,092	4,994,125,099
Laba Bersih Tahun berjalan	**1,776,343,312**	**1,912,792,815**	**1,838,376,815**	**(1,157,108,945)**	**1,268,074,767**	**946,251,887**	**1,838,376,815**	**3,376,091,695**	**3,377,091,695**	**1,879,413,519**	**1,838,376,815**	**(1,187,637,657)**	**17,706,443,532**
Dividen	-	-	-	-	-	-	-	-	-	-	-	8,853,221,766	8,853,221,766
Laba di Tahan	**1,776,343,312**	**1,912,792,815**	**1,838,376,815**	**(1,157,108,945)**	**1,268,074,767**	**946,251,887**	**1,838,376,815**	**3,376,091,695**	**3,377,091,695**	**1,879,413,519**	**1,838,376,815**	**(10,040,859,423)**	**8,853,221,766**

Lampiran 15 Neraca Perusahaan

Tahun ke-1

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12
Assets												
Cash and Cash Equivalent	7,104,512,400	6,823,324,800	5,309,522,200	3,795,719,600	2,281,917,000	768,114,400	904,311,800	1,040,509,200	1,176,706,600	1,312,904,000	1,449,101,400	1,585,298,800
Account Receivable	-	-	-	-	2,200,000,000	3,300,000,000	3,300,000,000	4,400,000,000	4,400,000,000	4,400,000,000	4,400,000,000	5,500,000,000
Inventory	-	-	1,370,233,906	2,740,467,811	2,500,901,717	2,544,585,622	3,113,269,528	2,600,703,433	3,189,387,339	3,738,071,244	4,306,755,150	2,510,116,867
Rent Advances	391,000,000	374,000,000	357,000,000	340,000,000	323,000,000	306,000,000	289,000,000	272,000,000	255,000,000	238,000,000	221,000,000	204,000,000
Current Asset	**7,495,512,400**	**7,197,324,800**	**7,036,756,106**	**6,876,187,411**	**7,305,818,717**	**6,918,700,022**	**7,606,581,328**	**8,313,212,633**	**9,021,093,939**	**9,688,975,244**	**10,376,856,550**	**9,799,415,667**
Fixed Asset, Net	1,091,085,417	1,067,870,833	1,044,656,250	1,021,441,667	998,227,083	975,012,500	951,797,917	928,583,333	905,368,750	882,154,167	858,939,583	835,725,000
Total Assets	**8,586,597,817**	**8,265,195,633**	**8,081,412,356**	**7,897,629,078**	**8,304,045,800**	**7,893,712,522**	**8,558,379,244**	**9,241,795,967**	**9,926,462,689**	**10,571,129,411**	**11,235,796,133**	**10,635,140,667**
Liabilities												
Current Liability	515,950,833	571,341,667	764,351,406	957,361,144	1,150,370,883	1,343,380,622	1,536,390,361	1,729,400,100	1,922,409,839	2,115,419,578	2,308,429,317	2,316,116,867
Long Term Liability	-	-	-	-	-	-	-	-	-	-	-	-
Total Liabilities	**515,950,833**	**571,341,667**	**764,351,406**	**957,361,144**	**1,150,370,883**	**1,343,380,622**	**1,536,390,361**	**1,729,400,100**	**1,922,409,839**	**2,115,419,578**	**2,308,429,317**	**2,316,116,867**
Equity												
Common Stocks/Capital Sh	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000
Retained Earnings	(429,353,017)	(806,146,033)	(1,182,939,050)	(1,559,732,067)	(1,346,325,083)	(1,949,668,100)	(1,478,011,117)	(987,604,133)	(495,947,150)	(44,290,167)	427,366,817	(180,976,200)
Total Equity	**8,070,646,983**	**7,693,853,967**	**7,317,060,950**	**6,940,267,933**	**7,153,674,917**	**6,550,331,900**	**7,021,988,883**	**7,512,395,867**	**8,004,052,850**	**8,455,709,833**	**8,927,366,817**	**8,319,023,800**
Total Liabilities and Equity	**8,586,597,817**	**8,265,195,633**	**8,081,412,356**	**7,897,629,078**	**8,304,045,800**	**7,893,712,522**	**8,558,379,244**	**9,241,795,967**	**9,926,462,689**	**10,571,129,411**	**11,235,796,133**	**10,635,140,667**

Tahun ke-2

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12
Assets												
Cash and Cash Equivalent	1,871,951,914	2,158,605,029	2,445,258,143	2,731,911,258	3,018,564,372	3,305,217,486	3,591,870,601	3,878,523,715	4,165,176,830	4,451,829,944	4,738,483,058	5,025,136,173
Account Receivable	3,740,000,000	5,280,000,000	5,280,000,000	3,960,000,000	3,960,000,000	4,884,000,000	4,884,000,000	5,940,000,000	6,600,000,000	6,204,000,000	5,544,000,000	3,960,000,000
Inventory	4,834,415,616	3,615,552,716	3,901,689,816	4,204,576,916	4,161,306,566	3,136,443,666	3,422,580,766	3,326,467,866	3,627,604,966	4,247,934,616	5,194,071,716	4,439,586,001
Rent Advances	187,000,000	170,000,000	153,000,000	136,000,000	119,000,000	102,000,000	85,000,000	68,000,000	51,000,000	34,000,000	17,000,000	-
Current Asset	**10,633,367,531**	**11,224,157,745**	**11,779,947,960**	**11,032,488,174**	**11,258,870,938**	**11,427,661,153**	**11,983,451,367**	**13,212,991,582**	**14,443,781,796**	**14,937,764,560**	**15,493,554,775**	**13,424,722,174**
Fixed Asset, Net	812,510,417	789,295,833	766,081,250	742,866,667	719,652,083	696,437,500	673,222,917	650,008,333	626,793,750	603,579,167	580,364,583	557,150,000
Total Assets	**11,445,877,948**	**12,013,453,579**	**12,546,029,210**	**11,775,354,841**	**11,978,523,022**	**12,124,098,653**	**12,656,674,284**	**13,862,999,915**	**15,070,575,546**	**15,541,343,727**	**16,073,919,358**	**13,981,872,174**
Liabilities												
Current Liability	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804	2,649,061,804
Long Term Liability	-	-	-	-	-	-	-	-	-	-	-	-
Total Liabilities	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**	**2,649,061,804**
Equity												
Common Stocks/Capital Sh	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000
Retained Earnings	296,816,143	864,391,774	1,396,967,405	626,293,036	829,461,217	975,036,848	1,507,612,479	2,713,938,111	3,921,513,742	4,392,281,923	4,924,857,554	2,832,810,369
Total Equity	**8,796,816,143**	**9,364,391,774**	**9,896,967,405**	**9,126,293,036**	**9,329,461,217**	**9,475,036,848**	**10,007,612,479**	**11,213,938,111**	**12,421,513,742**	**12,892,281,923**	**13,424,857,554**	**11,332,810,369**
Total Liabilities and Equity	**11,445,877,948**	**12,013,453,579**	**12,546,029,210**	**11,775,354,841**	**11,978,523,022**	**12,124,098,653**	**12,656,674,284**	**13,862,999,915**	**15,070,575,546**	**15,541,343,727**	**16,073,919,358**	**13,981,872,174**

Tahun ke-3

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12
Assets												
Cash and Cash Equivalent	5,410,705,880	5,796,275,587	6,181,845,294	6,567,415,001	6,952,984,708	7,338,554,415	7,724,124,122	8,109,693,830	8,495,263,537	8,880,833,244	9,266,402,951	8,360,349,842
Account Receivable	4,804,800,000	6,969,600,000	6,969,600,000	5,227,200,000	5,227,200,000	6,446,880,000	6,446,880,000	7,840,800,000	8,712,000,000	8,189,280,000	7,318,080,000	5,227,200,000
Inventory	4,338,667,947	2,630,082,573	3,044,297,199	3,479,211,825	3,421,645,875	2,104,260,501	2,518,475,127	2,427,069,753	2,859,284,379	3,677,238,429	4,962,653,055	5,120,058,359
Rent Advances	410,550,000	392,700,000	374,850,000	357,000,000	339,150,000	321,300,000	303,450,000	285,600,000	267,750,000	249,900,000	232,050,000	214,200,000
Current Asset	**14,964,723,827**	**15,788,658,160**	**16,570,592,493**	**15,630,826,826**	**15,940,980,584**	**16,210,994,917**	**16,992,929,249**	**18,663,163,582**	**20,334,297,915**	**20,997,251,673**	**21,779,186,006**	**18,921,808,202**
Fixed Asset, Net	533,935,417	510,720,833	487,506,250	464,291,667	441,077,083	417,862,500	394,647,917	371,433,333	348,218,750	325,004,167	301,789,583	278,575,000
Total Assets	**15,498,659,244**	**16,299,378,993**	**17,058,098,743**	**16,095,118,492**	**16,382,057,667**	**16,628,857,417**	**17,387,577,166**	**19,034,596,916**	**20,682,516,665**	**21,322,255,840**	**22,080,975,589**	**19,200,383,202**
Liabilities												
Current Liability	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746	3,464,229,746
Long Term Liability	-	-	-	-	-	-	-	-	-	-	-	-
Total Liabilities	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**	**3,464,229,746**
Equity												
Common Stocks/Capital S	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000
Retained Earnings	3,534,429,498	4,335,149,247	5,093,868,997	4,130,888,746	4,417,827,921	4,664,627,671	5,423,347,420	7,070,367,170	8,718,286,919	9,358,026,094	10,116,745,843	7,236,153,456
Total Equity	**12,034,429,498**	**12,835,149,247**	**13,593,868,997**	**12,630,888,746**	**12,917,827,921**	**13,164,627,671**	**13,923,347,420**	**15,570,367,170**	**17,218,286,919**	**17,858,026,094**	**18,616,745,843**	**15,736,153,456**
Total Liabilities and Equity	**15,498,659,244**	**16,299,378,993**	**17,058,098,743**	**16,095,118,492**	**16,382,057,667**	**16,628,857,417**	**17,387,577,166**	**19,034,596,916**	**20,682,516,665**	**21,322,255,840**	**22,080,975,589**	**19,200,383,202**

Tahun ke-4

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12
Assets												
Cash and Cash Equivalent	9,008,120,603	9,655,891,364	10,303,662,125	10,951,432,886	11,599,203,646	12,246,974,407	12,894,745,168	13,542,515,929	14,190,286,690	14,838,057,450	15,485,828,211	14,246,451,935
Account Receivable	6,342,336,000	9,199,872,000	9,199,872,000	6,899,904,000	6,899,904,000	8,509,881,600	8,509,881,600	10,349,856,000	11,499,840,000	10,809,849,600	9,659,865,600	6,899,904,000
Inventory	5,021,282,408	2,789,231,999	3,351,037,589	3,946,653,180	3,969,144,869	2,246,534,459	2,825,620,050	2,713,965,240	3,293,050,830	4,468,982,520	6,180,772,110	3,830,409,818
Rent Advances	410,550,000	392,700,000	374,850,000	357,000,000	339,150,000	321,300,000	303,450,000	285,600,000	267,750,000	249,900,000	232,050,000	214,200,000
Current Asset	**20,782,289,012**	**22,037,695,363**	**23,229,421,714**	**22,154,990,065**	**22,807,402,515**	**23,324,690,466**	**24,533,696,818**	**26,891,937,169**	**29,250,927,520**	**30,366,789,570**	**31,558,515,921**	**25,190,965,753**
Fixed Asset, Net	255,360,417	232,145,833	208,931,250	185,716,667	162,502,083	139,287,500	116,072,917	92,858,333	69,643,750	46,429,167	23,214,583	-
Total Assets	**21,037,649,428**	**22,269,841,196**	**23,438,352,964**	**22,340,706,732**	**22,969,904,598**	**23,463,977,966**	**24,649,769,734**	**26,984,795,502**	**29,320,571,270**	**30,413,218,737**	**31,581,730,505**	**25,190,965,753**
Liabilities												
Current Liability	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182	4,192,500,182
Long Term Liability	-	-	-	-	-	-	-	-	-	-	-	-
Total Liabilities	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**	**4,192,500,182**
Equity												
Common Stocks/Capital S	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000
Retained Earnings	8,345,149,246	9,577,341,014	10,745,852,782	9,648,206,550	10,277,404,417	10,771,477,784	11,957,269,552	14,292,295,320	16,628,071,088	17,720,718,555	18,889,230,323	12,498,465,571
Total Equity	**16,845,149,246**	**18,077,341,014**	**19,245,852,782**	**18,148,206,550**	**18,777,404,417**	**19,271,477,784**	**20,457,269,552**	**22,792,295,320**	**25,128,071,088**	**26,220,718,555**	**27,389,230,323**	**20,998,465,571**
Total Liabilities and Equity	**21,037,649,428**	**22,269,841,196**	**23,438,352,964**	**22,340,706,732**	**22,969,904,598**	**23,463,977,966**	**24,649,769,734**	**26,984,795,502**	**29,320,571,270**	**30,413,218,737**	**31,581,730,505**	**25,190,965,753**

Tahun ke-5

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12
Assets												
Cash and Cash Equivalent	15,432,782,043	16,619,112,151	17,805,442,260	18,991,772,368	20,178,102,476	21,364,432,585	22,550,762,693	23,737,092,801	24,923,422,909	26,109,753,018	27,296,083,126	23,220,101,118
Account Receivable	6,071,915,520	6,071,915,520	6,071,915,520	3,035,957,760	6,071,915,520	5,161,128,192	6,071,915,520	7,589,894,400	7,589,894,400	6,679,107,072	6,071,915,520	7,336,003,642
Inventory	5,991,629,543	6,735,942,250	7,405,838,956	8,116,207,663	5,179,844,562	5,868,403,669	5,627,513,047	6,317,145,754	8,525,757,340	10,147,478,079	11,424,566,338	4,213,450,800
Rent Advances	196,350,000	178,500,000	160,650,000	142,800,000	124,950,000	107,100,000	89,250,000	71,400,000	53,550,000	35,700,000	17,850,000	-
Current Asset	**27,692,677,107**	**29,605,469,921**	**31,443,846,736**	**30,286,737,791**	**31,554,812,558**	**32,501,064,445**	**34,339,441,260**	**37,715,532,955**	**41,092,624,649**	**42,972,038,169**	**44,810,414,984**	**34,769,555,561**
Fixed Asset, Net	-	-	-	-	-	-	-	-	-	-	-	-
Total Assets	**27,692,677,107**	**29,605,469,921**	**31,443,846,736**	**30,286,737,791**	**31,554,812,558**	**32,501,064,445**	**34,339,441,260**	**37,715,532,955**	**41,092,624,649**	**42,972,038,169**	**44,810,414,984**	**34,769,555,561**
Liabilities												
Current Liability	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224	4,917,868,224
Long Term Liability	-	-	-	-	-	-	-	-	-	-	-	-
Total Liabilities	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**	**4,917,868,224**
Equity												
Common Stocks/Capital S	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000	8,500,000,000
Retained Earnings	14,274,808,883	16,187,601,698	18,025,978,512	16,868,869,567	18,136,944,335	19,083,196,221	20,921,573,036	24,297,664,731	27,674,756,426	29,554,169,945	31,392,546,760	21,351,687,337
Total Equity	**22,774,808,883**	**24,687,601,698**	**26,525,978,512**	**25,368,869,567**	**26,636,944,335**	**27,583,196,221**	**29,421,573,036**	**32,797,664,731**	**36,174,756,426**	**38,054,169,945**	**39,892,546,760**	**29,851,687,337**
Total Liabilities and Equity	**27,692,677,107**	**29,605,469,921**	**31,443,846,736**	**30,286,737,791**	**31,554,812,558**	**32,501,064,445**	**34,339,441,260**	**37,715,532,955**	**41,092,624,649**	**42,972,038,169**	**44,810,414,984**	**34,769,555,561**

Lampiran 16 Laporan Arus Kas

Tahun ke-1

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Aktivitas Operasi													
Penerimaan dari Pelanggan	-	-	-	-	-	-	1,650,000,000	1,650,000,000	1,650,000,000	1,650,000,000	1,650,000,000	1,650,000,000	9,900,000,000
Penerimaan Bunga Bank	833,333	833,333	833,333	833,333	833,333	833,333	833,333	833,333	833,333	833,333	833,333	833,333	10,000,000
Pembayaran ke pemasok	-	-	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(1,232,615,000)	(12,326,150,000)
Pembayaran ke pekerja	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(282,020,933)	(3,384,251,200)
Pembayaran pajak	-	-	-	-	-	-	-	-	-	-	-	-	-
	(281,187,600)	**(281,187,600)**	**(1,513,802,600)**	**(1,513,802,600)**	**(1,513,802,600)**	**(1,513,802,600)**	**136,197,400**	**136,197,400**	**136,197,400**	**136,197,400**	**136,197,400**	**136,197,400**	**(5,800,401,200)**
Aktivitas Investasi													
Pembelian Aset	(1,114,300,000)	-	-	-	-	-	-	-	-	-	-	-	(1,114,300,000)
	(1,114,300,000)	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(1,114,300,000)**
Aktivitas Pendanaan													
Penerimaan Modal disetor	8,500,000,000	-	-	-	-	-	-	-	-	-	-	-	8,500,000,000
Pembayaran Dividen	-	-	-	-	-	-	-	-	-	-	-	-	-
	8,500,000,000	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**8,500,000,000**
Kenaikan/Penurunan Kas	**7,104,512,400**	**(281,187,600)**	**(1,513,802,600)**	**(1,513,802,600)**	**(1,513,802,600)**	**(1,513,802,600)**	**136,197,400**	**136,197,400**	**136,197,400**	**136,197,400**	**136,197,400**	**136,197,400**	**1,585,298,800**
Saldo Awal	**-**	**7,104,512,400**	**6,823,324,800**	**5,309,522,200**	**3,795,719,600**	**2,281,917,000**	**768,114,400**	**904,311,800**	**1,040,509,200**	**1,176,706,600**	**1,312,904,000**	**1,449,101,400**	**-**
Saldo Akhir	**7,104,512,400**	**6,823,324,800**	**5,309,522,200**	**3,795,719,600**	**2,281,917,000**	**768,114,400**	**904,311,800**	**1,040,509,200**	**1,176,706,600**	**1,312,904,000**	**1,449,101,400**	**1,585,298,800**	**1,585,298,800**

Tahun ke-2

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Aktivitas Operasi													
Penerimaan dari Pelanggan	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	2,405,333,333	28,864,000,000
Penerimaan Bunga Bank	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	1,321,082	15,852,988
Pembayaran ke pemasok	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(1,631,736,042)	(19,580,832,500)
Pembayaran ke pekerja	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(397,144,861)	(4,765,738,327)
Pembayaran pajak	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(91,120,399)	(1,093,444,788)
	286,653,114	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**3,439,837,373**
Aktivitas Investasi													
Pembelian Aset	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Aktivitas Pendanaan													
Penerimaan Modal disetor	-	-	-	-	-	-	-	-	-	-	-	-	-
Pembayaran Dividen	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Kenaikan/Penurunan Kas	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**286,653,114**	**3,439,837,373**
Saldo Awal	**1,585,298,800**	**1,871,951,914**	**2,158,605,029**	**2,445,258,143**	**2,731,911,258**	**3,018,564,372**	**3,305,217,486**	**3,591,870,601**	**3,878,523,715**	**4,165,176,830**	**4,451,829,944**	**4,738,483,058**	**1,585,298,800**
Saldo Akhir	**1,871,951,914**	**2,158,605,029**	**2,445,258,143**	**2,731,911,258**	**3,018,564,372**	**3,305,217,486**	**3,591,870,601**	**3,878,523,715**	**4,165,176,830**	**4,451,829,944**	**4,738,483,058**	**5,025,136,173**	**5,025,136,173**

Tahun ke-3

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Aktivitas Operasi													
Penerimaan dari Pelanggan	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	3,142,040,000	37,704,480,000
Penerimaan Bunga Bank	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	4,187,613	50,251,362
Pembayaran ke pemasok	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(2,038,598,094)	(24,463,177,125)
Pembayaran ke pekerja	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(585,417,779)	(7,025,013,352)
Pembayaran pajak	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(136,642,033)	(1,639,704,400)
	385,569,707	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**4,626,836,485**
Aktivitas Investasi													
Pembelian Aset	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Aktivitas Pendanaan													
Penerimaan Modal disetor	-	-	-	-	-	-	-	-	-	-	-	-	-
Pembayaran Dividen	-	-	-	-	-	-	-	-	-	-	-	(1,291,622,815)	(1,291,622,815)
	-	-	-	-	-	-	-	-	-	-	-	**(1,291,622,815)**	**(1,291,622,815)**
Kenaikan/Penurunan Kas	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**385,569,707**	**(906,053,108)**	**3,335,213,670**
Saldo Awal	**5,025,136,173**	**5,410,705,880**	**5,796,275,587**	**6,181,845,294**	**6,567,415,001**	**6,952,984,708**	**7,338,554,415**	**7,724,124,122**	**8,109,693,830**	**8,495,263,537**	**8,880,833,244**	**9,266,402,951**	**5,025,136,173**
Saldo Akhir	**5,410,705,880**	**5,796,275,587**	**6,181,845,294**	**6,567,415,001**	**6,952,984,708**	**7,338,554,415**	**7,724,124,122**	**8,109,693,830**	**8,495,263,537**	**8,880,833,244**	**9,266,402,951**	**8,360,349,842**	**8,360,349,842**

Tahun ke-4

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Aktivitas Operasi													
Penerimaan dari Pelanggan	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	4,147,492,800	49,769,913,600
Penerimaan Bunga Bank	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	6,966,958	83,603,498
Pembayaran ke pemasok	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(2,596,111,252)	(31,153,335,021)
Pembayaran ke pekerja	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(663,204,099)	(7,958,449,190)
Pembayaran pajak	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(247,373,646)	(2,968,483,757)
	647,770,761	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**7,773,249,130**
Aktivitas Investasi													
Pembelian Aset	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Aktivitas Pendanaan													
Penerimaan Modal disetor	-	-	-	-	-	-	-	-	-	-	-	-	-
Pembayaran Dividen	-	-	-	-	-	-	-	-	-	-	-	(1,887,147,037)	(1,887,147,037)
	-	-	-	-	-	-	-	-	-	-	-	**(1,887,147,037)**	**(1,887,147,037)**
Kenaikan/Penurunan Kas	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**647,770,761**	**(1,239,376,276)**	**5,886,102,093**
Saldo Awal	**8,360,349,842**	**9,008,120,603**	**9,655,891,364**	**10,303,662,125**	**10,951,432,886**	**11,599,203,646**	**12,246,974,407**	**12,894,745,168**	**13,542,515,929**	**14,190,286,690**	**14,838,057,450**	**15,485,828,211**	**8,360,349,842**
Saldo Akhir	**9,008,120,603**	**9,655,891,364**	**10,303,662,125**	**10,951,432,886**	**11,599,203,646**	**12,246,974,407**	**12,894,745,168**	**13,542,515,929**	**14,190,286,690**	**14,838,057,450**	**15,485,828,211**	**14,246,451,935**	**14,246,451,935**

Tahun ke-5

Deskripsi	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Aktivitas Operasi													
Penerimaan dari Pelanggan	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	5,474,690,496	65,696,285,952
Penerimaan Bunga Bank	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	11,872,043	142,464,519
Pembayaran ke pemasok	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(3,193,361,707)	(38,320,340,483)
Pembayaran ke pekerja	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(690,693,633)	(8,288,323,591)
Pembayaran pajak	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(416,177,092)	(4,994,125,099)
	1,186,330,108	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**14,235,961,299**
Aktivitas Investasi													
Pembelian Aset	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Aktivitas Pendanaan													
Penerimaan Modal disetor	-	-	-	-	-	-	-	-	-	-	-	-	-
Pembayaran Dividen	-	-	-	-	-	-	-	-	-	-	-	(5,262,312,116)	(5,262,312,116)
	-	-	-	-	-	-	-	-	-	-	-	**(5,262,312,116)**	**(5,262,312,116)**
Kenaikan/Penurunan Kas	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**1,186,330,108**	**(4,075,982,007)**	**8,973,649,183**
Saldo Awal	**14,246,451,935**	**15,432,782,043**	**16,619,112,151**	**17,805,442,260**	**18,991,772,368**	**20,178,102,476**	**21,364,432,585**	**22,550,762,693**	**23,737,092,801**	**24,923,422,909**	**26,109,753,018**	**27,296,083,126**	**14,246,451,935**
Saldo Akhir	**15,432,782,043**	**16,619,112,151**	**17,805,442,260**	**18,991,772,368**	**20,178,102,476**	**21,364,432,585**	**22,550,762,693**	**23,737,092,801**	**24,923,422,909**	**26,109,753,018**	**27,296,083,126**	**23,220,101,118**	**23,220,101,118**

Lampiran 17 Perhitungan Harga Pokok Produksi

	Tahun ke 1	Tahun ke 2	Tahun ke 3	Tahun ke 4	Tahun ke 5
Harga Bahan Baku					
Body Kompor	2,016,000,000	3,462,480,000	4,362,724,800	5,497,033,248	6,926,261,892
Burner	3,528,000,000	6,059,340,000	7,634,768,400	9,619,808,184	12,120,958,312
Pemantik	1,008,000,000	1,731,240,000	2,181,362,400	2,748,516,624	3,463,130,946
Temperred Glass	2,520,000,000	4,328,100,000	5,453,406,000	6,871,291,560	8,657,827,366
Lainnya	1,008,000,000	1,731,240,000	2,181,362,400	2,748,516,624	3,463,130,946
	10,080,000,000	**17,312,400,000**	**21,813,624,000**	**27,485,166,240**	**34,631,309,462**
Biaya Langsung & OH					
Direct Labour	3,384,251,200	4,765,738,327	7,025,013,352	7,958,449,190	8,288,323,591
OH Pabrik	883,250,000.00	917,212,500.00	952,873,125.00	1,000,516,781.25	1,039,832,620.31
	4,267,501,200	**5,682,950,827**	**7,977,886,477**	**8,958,965,971**	**9,328,156,211**
Total Biaya	**14,347,501,200**	**22,995,350,827**	**29,791,510,477**	**36,444,132,211**	**43,959,465,674**
Produksi (Unit)	**16,800**	**27,480**	**32,976**	**39,571**	**47,485**
HPP	854,018	836,803	903,430	920,976	925,746
Harga Jual	1,100,000	1,100,000	1,210,000	1,331,000	1,464,100
% Margin	29%	31%	34%	45%	58%

Lampiran 18 Biaya Management Risiko

Tahun ke-1

Biaya	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Maintenance Mesin dan Gedung	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000	96,000,000
Genset + Alat Pemadam Api	40,000,000												40,000,000
Asuransi	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	1,354,167	16,250,000
Total	**49,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**9,354,167**	**152,250,000**

Note: Biaya Mitigasi Risiko sudah diperhitungkan dalam biaya perencanaan operasi

Tahun ke-2

Biaya	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Maintenance Mesin dan Gedung	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	8,400,000	100,800,000
Genset + Alat Pemadam Api	-												-
Asuransi	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	1,421,875	17,062,500
Total	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**9,821,875**	**117,862,500**

Note: Biaya Mitigasi Risiko sudah diperhitungkan dalam biaya perencanaan operasi

Tahun ke-3

Biaya	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Maintenance Mesin dan Gedung	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	8,820,000	105,840,000
Genset + Alat Pemadam Api	-												-
Asuransi	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	1,492,969	17,915,625
Total	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**10,312,969**	**123,755,625**

Note: Biaya Mitigasi Risiko sudah diperhitungkan dalam biaya perencanaan operasi

Tahun ke-4

Biaya	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Maintenance Mesin dan Gedung	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	9,261,000	111,132,000
Genset + Alat Pemadam Api	-												-
Asuransi	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	1,567,617	18,811,406
Total	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**10,828,617**	**129,943,406**

Note: Biaya Mitigasi Risiko sudah diperhitungkan dalam biaya perencanaan operasi

Tahun ke-5

Biaya	Bulan 1	Bulan 2	Bulan 3	Bulan 4	Bulan 5	Bulan 6	Bulan 7	Bulan 8	Bulan 9	Bulan 10	Bulan 11	Bulan 12	Total
Maintenance Mesin dan Gedung	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	9,724,050	116,688,600
Genset + Alat Pemadam Api	-												-
Asuransi	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	1,645,998	19,751,977
Total	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**11,370,048**	**136,440,577**

Note: Biaya Mitigasi Risiko sudah diperhitungkan dalam biaya perencanaan operasi

Lampiran 19 Laporan Hasil Pengecekan Plagiat

Inovasi Kompor Tanam Easy Clean With Folding Burner Technology " BEST GAS " Solusi Dapur Bersih

ORIGINALITY REPORT

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   Gelar S1/Fakultas : ST / Teknik Peternakan
   Profesi : Praktisi/pengusaha industri kompor gas

2. Nama : Irvan Agustian
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   Profesi : Praktisi/pekerja industri hulu migas

3. Nama : Ida Wiwin Arochmawati
   Tempat/Tanggal Lahir : Trengalek, 15 Juni 1977
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   Status : Menikah
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4. Nama : Wardani
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   Status : Menikah
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Research Paper

Marketing Plan, Operational Plan, and Human Capital Plan as Efforts to Achieve the Short-Term Strategy of PT Bestindo Jaya Indonesia

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ABSTRACT

The research objectives were (1) to analyze the achievement of 10% market share of PT Bestindo Jaya Indonesia's gas stoves in Indonesia for 10 years, (2) to improve the ability to assemble flatbed folding burners gas stove with INS (Indonesian National Standard) quality using modern technology, and (3) analyze the allocation of human resources according to the company's needs. This research used an ethnographic qualitative approach to take effective business decisions for PT Bestindo Jaya Indonesia. The recommended alternative strategies were marketing penetration to achieve the target market share; employee training and establishment of a quality management system to improve product assembly capabilities; and the implementation of the Human Capital management strategy program design to conform the allocation of human resources to the company's needs.

Keywords: Marketing Plan, Operational Plan, and Human Capital Plan

INTRODUCTION

In everyday life, there are a variety of household utilities resulting from the technology development along with knowledge and creativity improvement. The real evidence of technological developments is the increasingly diverse designs, shapes, and ways of using stoves in the market. Each product has various advantages and prices. Manufacturers offer product advantages to grab consumers' attention. For example, the use of electric lighter technology to save gas. There are also body surface innovations using Teflon for easy cleaning or using smart burn technology to save gas and make the fire heat up faster than other stoves.

Based on the Central Statistics Agency Indonesia (2020) data, Indonesia has experienced a demographic bonus, namely a very high growth of the productive age population (70.2%). The need for household utilities, such as gas stoves, increases along with the increase in Indonesia's population. It encourages increased gas stove sales growth in Indonesia (Setiyawan, 2018). Supply and demand data of gas stoves in 2020 showed that Win Gas products had 8% market share, Rinnai had 42% market share, Moderna had 28% market share, Electrolux had 14% market share and other gas stoves had 9% market share (Ministry of Industry, 2019).

During gas stove competition, there are limited business opportunities. Intense business competition causes companies to develop appropriate business plans to create competitive advantage. Therefore, this research aimed to determine the appropriate plan for PT Bestindo Jaya Indonesia in business development.

The research objectives were (1) to analyze the company's achievement of 3% of the market share of gas stoves in Indonesia (estimated 2,000 of 65,000 units of sales per month), (2) increase the ability to assemble a flatbed folding burners gas stove with INS (Indonesian National Standard) quality using modern technology, and (3) obtain human resources with high competence and integrity. This research involved the internal management of PT Bestindo Jaya Indonesia and various external parties related to the gas stove business.

LITERATURE REVIEW

Marketing Plan

The Marketing Plan aimed to answer three basic defenses, namely:

1. Where have you been?
   The Marketing Plan states the background of the company, competitive situation, opportunities, and market threats. The Marketing Plan is an integral part of the business plan, focusing on the history of the market, the company's marketing strengths and weaknesses, as well as market threats and opportunities.
2. Where do we want to go? (In the short term)
   Primarily, this question aims at the short-term and long-term marketing of the company in one year.
3. How do we get there?
   This question discusses the implementation of the marketing strategy specifications, timing, and subjects that respond to monitoring activities (Hisrich and Peters, 2017: 220).

The marketing plan provides an outline of how the organization combines product decisions, pricing, distribution, and promotion to create attractive offers for customers. The marketing plan is also concerned with the implementation, control, and refinement of decisions (Ferrell & Hartline, 2011).

Operational Plan

Operational plans are plans for short-term operational activities to support the long-term achievement goals in global planning and strategic planning. According to Heizer and Render (2011), operational management generates value in the form of goods and services by converting inputs into outputs. In order to create goods and services, all organizations perform three functions that are necessary for the production and survival of the organization. Operational planning should be designed with a business plan to explain the steps and objectives of each activity process. It aims to comprehend and explain to interested parties.

Human Resources Plan

Human Capital Planning, also known as Workforce Planning, Manpower Planning, Personnel Planning or Employment Planning, is the process of planning the workforce needs of an organization in the future. Human Capital Planning includes identification and acquisition of the appropriate workforce by connecting company goals and interactive resource planning activities (Torrington et al., 2017).

RESEARCH METHOD

This research was conducted in August – October 2021. This research produced primary and secondary data from observations. Supplementary data was collected through literature review of various published data, financial reports, information related to reports, and other supporting information (Haq & Indradewa., 2020). This research used an ethnographic qualitative approach to explain structured patterns in the cognitive, affective, and behavioral aspects of culture and/or social (Susila, 2015). Ethnography is a qualitative methodology that is suitable for research on beliefs, social interactions, and people's behavior that involves participation and observation over a certain period (Naidoo, Loshini. 2012). The ethnographic approach aimed to examine consumers and their daily lives in real environments, such as homes, workplaces, and shops

RESULTS AND DISCUSSION

Marketing Plan Preparation

PT Bestindo Jaya Indonesia's marketing plan included: (1) Segmenting, targeting, and positioning, (2) Marketing Mix, (3) Sales, and (4) Projection of Revenue Stream.

Figure 1. Marketing Plan Framework

1. **Segmenting, Targeting, dan Positioning**

   PT Bestindo Jaya Indonesia's market segmentation was determined based on geographic, psychographic, and demographic variables.

Table 1. PT Bestindo Jaya Indonesia Market Segmentation

Variable	Description		
Geographic Region	Short-term	Middle term	Long-term
	Banten, Jabodetabek, West Java, Central Java, East Java	Kalimantan, Sulawesi, Sumatera, Bali, Lombok	Sumatra, Sulawesi, Kalimantan
Psychographics Personality traits, lifestyle, and value	The target segmentation is people who have a practical lifestyle and personality, fast paced and efficient in time so they like quick and easy things, especially in terms of the cleaning process.		
Demographics			
Age	18-55th		
Life Cycle Stage	Young, single, married, middle aged		
Gender	Male/Female		
Income	Above the Regional Minimum Wage		
Generation	X Generation, Y Generation and Z Generation		
User status	middle to high		
Loyalty status	Loyalty is shifting, people who like to move		

Determination of target market based on segmentation selection in the age group of 18-55 years. Based on Central Statistics Agency Indonesia (2020) data, there was a population increase of 1.25% per year. Thus, PT Bestindo Jaya Indonesia had increased the focus of its target market, namely productive age, downtown (urban) and satellite (suburban) areas, and the dynamic lifestyle of the population.

Table 2. PT Bestindo Jaya Indonesia's Target Market

	Short-term	Middle term	Long-term
Geographic	Banten Jabodetabek, West Java: Bandung Central Java : Semarang, Pekalongan Solo, and Jogja, East Java: Malang, Surabaya, Banyuwangi, and Jember	Kalimantan: Pontianak, and Banjarmasin Sulawesi: Makasar and Manado Sumatera: Medan, and Palembang. Bali Lombok	Sumatra: Padang, Pekanbaru, Jambi, and Lampung Sulawesi: Palu, Kendari, and Gorontalo Kalimantan: Samarinda, Tarakan, and Palangkaraya
Demographics	18-55 years old Male/female Single, married, middle age, family Income above the Regional Minimum Wage		
Psychographic	Middle to upper social status with active and dynamic personality		
Behavior	Quality users, first-time users, image seekers, interested and have a desire to buy, seekers of convenience, speed and flexibility benefits		

To reach consumers who are already in the segmentation and target market, researchers were looking for product positions that can fulfil consumers needs and desires.

Practicality: BestGas accommodated society needs by producing flat bottom hob without holes with folding burner technology, thereby saving time and effort. Until now, there were rarely similar products marketed by competitors in Indonesia.

Price: BestGas stove prices were more affordable than competitors, such as Rinnai and Modenna. Consumers chose products of good quality and low prices.

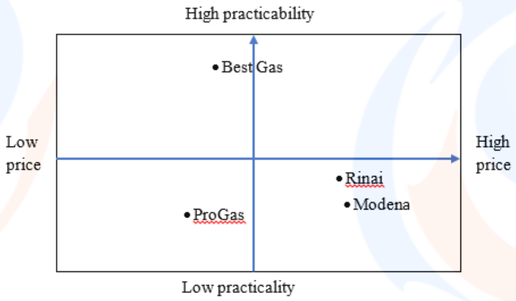

Figure 2. PT Bestindo Jaya Indonesia Product Positioning Map

2. Marketing Mix

The marketing distribution strategy for Bestgass Stoves product was conducted based on market opportunities with the 7P concept, namely product, price, place, promotion, people, process, physical evidence. It aimed to acquire new customers.

1. **Product:** Bestgas stove products were designed to give elegance and easy to clean impression.
2. **Price:** The final consumer's Highest Retail Price (abbreviated HET) was Rp. 1,500,000 and the selling price of the distributor was Rp. 1,100,000. BestGas products were sold by distributors to retailers for Rp. 1,200,000 to Rp. 1,350,000. Therefore, retail stores sold in a price range of Rp. 1,400,000 to 1,500,000.
3. **Place:** Consumers could buy BestGas stove products at retail and marketplaces, such as Shopee, Tokopedia, BukaLapak, and Lazada.
4. **Promotion:** The promotion of PT Bestindo Jaya Indonesia's products was divided into two, namely distributors and end users, which were conducted through digital and non-digital platforms.

Table 3. Promotion Table

End user		**Distributor**
Digital	Non-Digital	
Advertising: google AdSense, Facebook ads, Instagram ads, YouTube ads, and TikTok ads Digital marketing: official accounts on various social media platforms	Partnership and co-marketing at the exhibition (ex: interior design or developer) Store discount	Distributor discount program

5. **People:** Resources in marketing played a role in the job description of each job level. It was the spearhead of the service process to stakeholders.
6. **Process:** The merging of activity process flows to consumers contained service and transactional processes to provide services and products that satisfy consumers.
7. **Physical Evidence:** PT Bestindo Jaya Indonesia had an attractive logo and brand design and applied it to transportation fleets and employee uniforms so that consumers recognize and remember.

Figure 3. PT BJI Logo

Figure 4. Stove Brand

Figure 5. Employee Uniform

Figure 6. Car Panel

3. Sales

Sales related to planning require an arrangement of sales program activities such as promotions in collaboration with marketplaces and distributors.

Table 4. Sales Activities

MONTH	MOMENT	Activity		
		Tagline	Digital marketing	Non digital marketing (distributor)
January	The beginning of the year	Happy new year	Sales discount on marketplace	Package hose bundling
February	Imlek	Redemption	Flash sale of red packets in marketplace	Withdrawal of red packets in the jar
March	National shopping day	Indonesian shopping time	3% discount	Stove tissue reward
April	Ramadan	Ramadan drum	Free shipping	Tea set reward
May	Eid Al-Fitr	Eid bazaar	Eid al-Fitr allowance	Eid parcel reward
June	School holidays	Cook happy	Cashback of IDR 25,000	Drinking bottle reward
July	New school year	Cheerful school	Free shipping with OVO	School lunch box gift
August	Independence Day	Independent	5% discount red and white	Cooking Apron Reward
September	National shopping day	Cheerful September	10% special discount	Consolation prizes in the form of dish soap and sponge
October	Eid al-Adha	Eid al-Adha bazaar	50% shipping subsidy	Mug and cooking oil reward
Nov	National shopping day	November rain	Free shipping with Shopee pay	Plate reward
December	Christmas & New Year	New year's Crasher	Free stove cleaner	Cutlery set reward

Table 5. PT Bestindo Jaya Indonesia Sales Effectiveness

Sales Effectiveness Drivers	Sales Force Structure & Roles	Determine the structure and role of the workforce: The marketing area was 23 cities (short term focused on Jabodetabek) The sales team was led by an experienced marketing manager who is appropriately educated.
	Salespeople	Establishing abilities and remuneration: Recruitment of marketing personnel, namely a minimum of high school education or experience. Provide training, seminars and motivation
	Activities	Training and development: Budgeting for consumer research Provision of operational and supporting equipment
		Motivation and inspiration for salespeople: Career path Sales targets Incentives Giving Standardized payroll system
		Directing and controlling sales force: Target setting System monitoring reports Monitoring system activity
Results	Customer result	Consumers who are loyal to the product Has a high value than other hob products
	Company result	Achieved short-term – long-term company goals

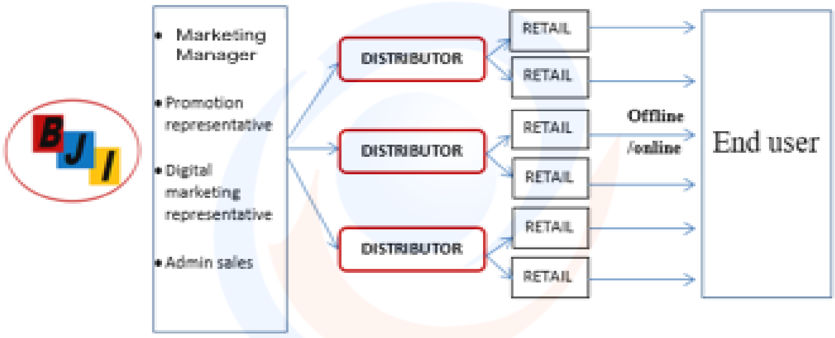

Figure 7. Distribution Line

4. Revenue Stream Projection

Table 6. BestGas Stove Sales Scenario and Assumptions Per Year

	Year 1	Year 2	Year 3	Year 4	Year 5
Quantity	15,900	27,480	32,976	39,571	47,485
Price	1,100,000	1,100,000	1,210,000	1,331,000	1,464,100
Total	17,490,000,000	30,228,000,000	39,900,960,000	52,669,267,200	69,523,432,704
Growth	-	73%	32%	32%	32%
Incrimental Price Start Form Year 3			10%	10%	10%

Table 7. Monthly Sales Projection for 5 Years

Month	Year 1	Year 2	Year 3	Year 4	Year 5
Jan	-	2,400	2,880	3,456	4,147
Feb	-	2,400	2,880	3,456	4,147
Mar	-	2,400	2,880	3,456	4,147
Apr	-	1,200	1,440	1,728	2,074
May	2,000	2,400	2,880	3,456	4,147
Jun	1,700	2,040	2,448	2,938	3,525
Jul	2,000	2,400	2,880	3,456	4,147
Aug	2,500	3,000	3,600	4,320	5,184
Sept	2,500	3,000	3,600	4,320	5,184
Oct	2,200	2,640	3,168	3,802	4,562
Nov	2,000	2,400	2,880	3,456	4,147
Dec	1,000	1,200	1,440	1,728	2,074
Total	**15,900**	**27,480**	**32,976**	**39,571**	**47,485**

Table 8. Marketing Budget Projection for 5 Years (IDR)

Marketing Cost	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Advertising	24,900,000	42,820,000	49,800,000	57,900,000	68,000,000	243,420,000
Sales Promotion	404,500,000	672,400,000	806,880,000	1,135,552,000	1,385,398,400	4,404,730,400
Public relation	80,000,000	120,000,000	180,000,000	180,000,000	210,000,000	770,000,000
Endorsment	400,000,000	720,000,000	864,000,000	1,080,000,000	1,200,000,000	4,264,000,000
Total	**909,400,000**	**1,555,220,000**	**1,900,680,000**	**2,453,452,000**	**2,863,398,400**	**9,682,150,400**

Operational Plan Determination

PT Bestindo Jaya Indonesia's operational plan included: (1) Business Establishment Stages, (2) Operational Design, (3) Operational Delivery, and (4) Operational Cost Budget.

1. Business Establishment Stages

BestGas is a Limited Liability Company (abbreviated PT) named PT. Bestindo Jaya Indonesia (PT. BJI). The establishment began with the preparation of the company's deed of establishment at a notary related to the Law Number 40 of 2007. The next stages were as follows:

Table 8. Timeline of PT Bestindo Jaya Indonesia's Establishment

NO	TIMELINE	Time/Month					
		1	2	3	4	5	6
1	Business Permit	■	■				
2	Factory lease and renovation	■	■				
3	Production site preparation		■	■			
4	Tool purchase	■					
5	Employee recruitment	■	■				
6	Training			■			
7	Distributor Search	■	■				
8	Expedition search		■				
9	Fleet Purchase			■			

2. Operational Design

a. **Product Design:** The product design of the gas stove was a cooktop on the kitchen table. The material used flat glass without holes and the knob was above the flat glass so there was an impression of luxury and easy to use.

b. **Production Process Flow**

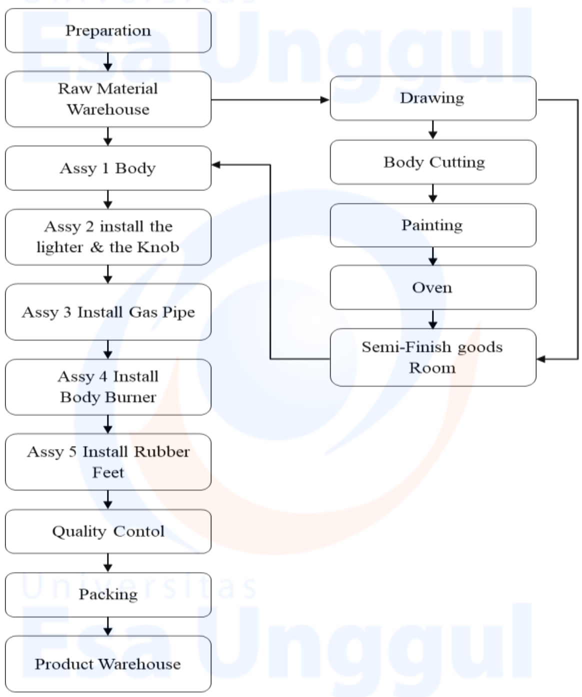

Figure 8. Assembly Process Flow

c. PT Bestindo Jaya Indonesia Factory and Office Layout

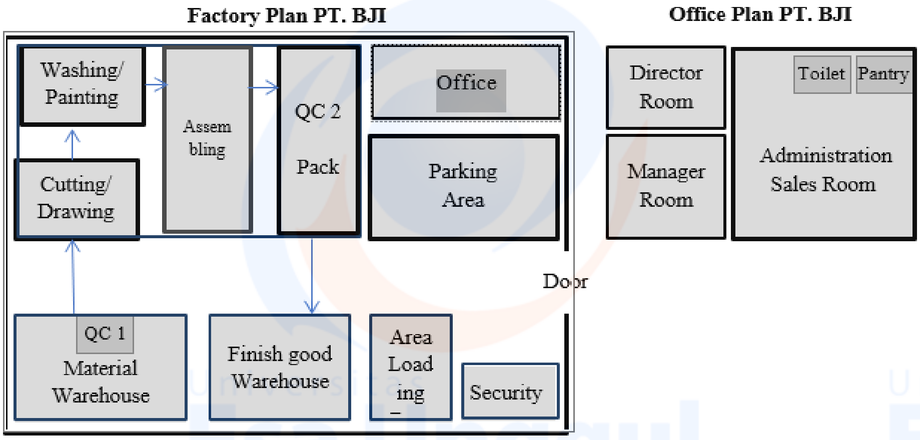

Figure 9. PT Bestindo Jaya Indonesia Factory and Office Sketch

d. Goods/Services Flow

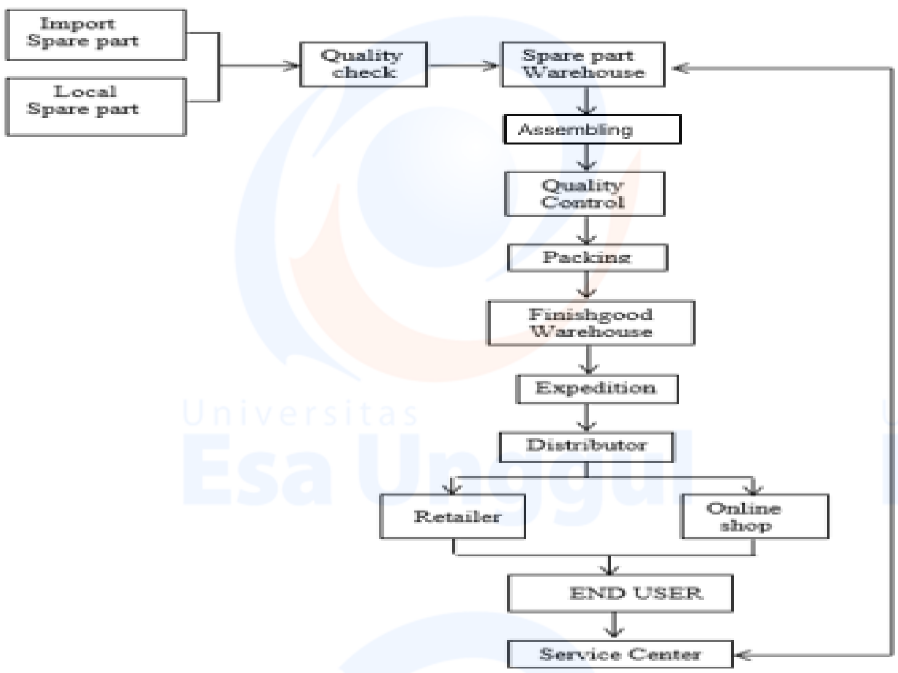

Figure 10. Goods/Services Flow

e. Process Technology

The stove used folding burner technology where the burner head can be lifted. It made cleaning the gas stove easier. The lighter used an electric lighter with a battery as a trigger. It simplified the user to inflame a fire.

3. Operational Delivery

PT. BJI used raw materials from both local and imported sources. To anticipate the shortage of raw materials, the company takes from several suppliers. BestGas stoves produced by PT. BJI were sold to distributors with Tangerang frangco so that shipping costs to the regions were the burden of the distributor.

4. Operating Cost Budget

Table 9. Operating costs

Operational Cost		Year 1	Year 2	Year 3	Year 4	Year 5
Building maintenance	Rp	36,000,000	37,800,000	39,690,000	41,674,500	43,758,225
Machine maintenance	Rp	60,000,000	63,000,000	66,150,000	69,457,500	72,930,375
Electricity & Water	Rp	240,000,000	252,000,000	264,600,000	277,830,000	291,721,500
Office Equipment	Rp	24,000,000	25,200,000	26,460,000	27,783,000	29,172,150
Communication	Rp	24,000,000	25,200,000	26,460,000	27,783,000	29,172,150
Health & Safety	Rp	12,000,000	12,600,000	13,230,000	13,891,500	14,586,075
Operational Vehicle	Rp	24,000,000	25,200,000	26,460,000	27,783,000	29,172,150
Service Centre	Rp	108,000,000	113,400,000	119,070,000	125,023,500	131,274,675
R&D Cost	Rp	75,000,000	78,750,000	82,687,500	86,821,875	91,162,969
Building Rental	Rp	204,000,000	204,000,000	204,000,000	214,200,000	214,200,000
Insurance	Rp	16,250,000	17,062,500	17,915,625	18,811,406	19,751,977
Other	Rp	60,000,000	63,000,000	66,150,000	69,457,500	72,930,375
Total	**Rp**	**883,250,000**	**917,212,500**	**952,873,125**	**1,000,516,781**	**1,039,832,620**

Table 10. Raw Material Cost

Item	Year 1		Year 2		Year 3		Year 4		Year 5	
	Qty	Amount	Qty	Amount	Qty	Amount	Qty	Amount	Qty	Amount
Stove Body	19,080	2,289,600,000	27,480	3,462,480,000	32,976	4,362,724,800	39,571	5,497,033,248	47,485	6,926,261,892
Burner	19,080	4,006,800,000	27,480	6,059,340,000	32,976	7,634,768,400	39,571	9,619,808,184	47,485	12,120,958,312
Lighter	19,080	1,144,800,000	27,480	1,731,240,000	32,976	2,181,362,400	39,571	2,748,516,624	47,485	3,463,130,946
Temperred Glass	19,080	2,862,000,000	27,480	4,328,100,000	32,976	5,453,406,000	39,571	6,871,291,560	47,485	8,657,827,366
Other	19,080	1,144,800,000	27,480	1,731,240,000	32,976	2,181,362,400	39,571	2,748,516,624	47,485	3,463,130,946
Total		**11,448,000,000**		**17,312,400,000**		**21,813,624,000**		**27,485,166,240**		**34,631,309,462**

Determination of Human Capital Plan

PT Bestindo Jaya Indonesia's marketing plan included: (1) Culture, (2) Organizational Structure, and (3) Human Capital Planning.

1. Culture

The company conducted several transformations and instilled a strong culture and values for employees so that the output was as expected.

a. Company Artifact: Best Gas had the tagline "Clean Kitchens Everyone is Happy" which meant that buyers cooking using Best Gas products would take care of everything.

b. Norm / Value: PT. BJI used the following "CITRA" values:
- Customer focus: focus on customer satisfaction.
- Innovation : keep innovating according to technological developments
- Teamwork : team work to achieve goals.
- Responsibility : take responsibility for every action.
- Awareness : show concern and serve wholeheartedly

c. Assumption/believe.

Table 11. Believe/Assumption of PT Bestindo Jaya Indonesia

Value	Believe
Customer focus	Serve, comprehend the needs, wants and expectations of customers better and focus on customer satisfaction.
Innovation	Conducted job evaluations such as the results of new ideas or ideas to update a product, process or service. Employees were given the opportunity to demonstrate results and provide rewards.
Teamwork	Team work to achieve goals
Responsibility	PT BJI created Standard Operating Procedures (SOP) for each section so that employees are responsible for every action.
Awareness	PT BJI intensified promotions and maintained consumer loyalty to the product.

2. Organizational structure

The organizational structure of PT. BJI was the adoption of a functional structure that prioritizes the function of each personnel. Thus, the job was expected to be conducted effectively and efficiently.

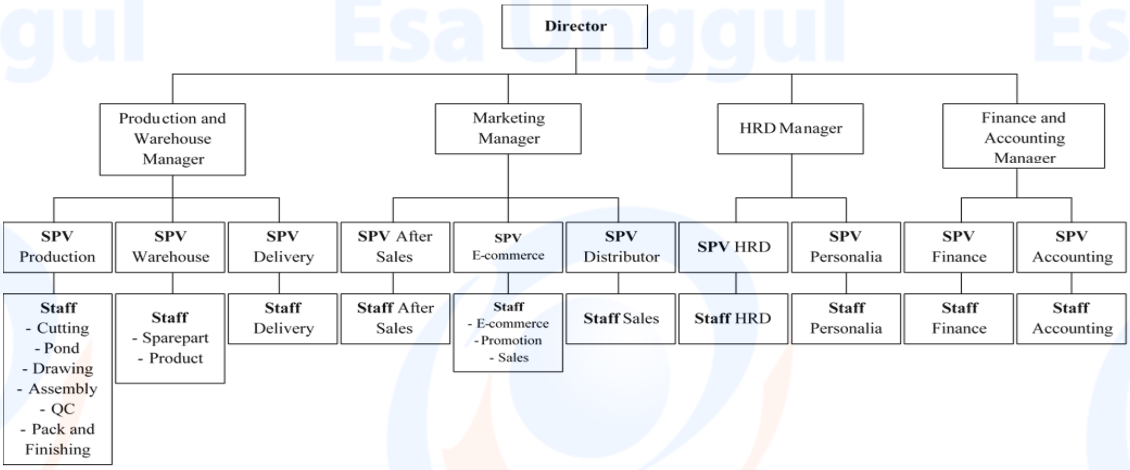

Figure 11. Organizational structure

3. Human Capital Plan

a. Estimated number of employees

Table 12. Workforce Planning

	Year 1	Year 2	Year 3	Year 4	Year 5
Director	1	1	1	1	1
Manager	3	4	4	4	4
Supervisor	5	8	9	9	9
Staff	14	28	58	65	65
Total	23	41	72	79	79

b. **Recruitment:** If recruitment produced competent employees, there would be a big impact on the development and progress of the company.

c. **PT Bestindo Jaya Indonesia Selection Process:** PT. BJI conducted the selection process related tp company regulations gradually.

d. **Employee Selection Admission Decision:** The recruitment team learnt the tests and interviews results to determine and process selected candidates. In the first stage, HRD created a Work Agreement between the First Party (the Company) and the Second Party (prospective Employees) containing the obligations of each party, salary, prohibitions, sanctions, and a probationary period.

e. **HR Training and Development:** PT. BJI designed HR Training and Development to increase knowledge and improve skills and competencies so that employee productivity is high.

f. **Compensation System:** PT. BJI had a specific compensation calculation strategy, namely that the assessment of the wages as the company's top priority in determining the company's compensation actions.

Table 13. Calculation of Wages and Benefits by Position

	Staff	Supervisor	Manager	Director
Wages (IDR)/Month	4,500,000	7,000,000	12,000,000	20,000,000
Overtime	Up to 14 hours/week			
Health	Social Security Administrator for Health Class III	Social Security Administrator for Health Class II	Social Security Administrator for Health Class I	Social Security Administrator for Health Class I
Religious Holiday Allowance	1xTHP	1xTHP	1xTHP	1xTHP
Incentive	Annual	Annual	Annual	Annual

g. **Employee status:** Staff level employee status at PT. BJI was a contract employee. The employment contract is the first 2 years. If the employee had a great performance, the company evaluated and extended the contract for a year.

h. **h.Job Evaluation:** PT BJI conducted evaluations every month, quarter, and yearly. Evaluation put a very optimal service performance, so consumers felt satisfied and provided loyalty in the future.

i. **Severance Agreement**: Companies or organizations lay off due to several internal and external factors and based on Law no. 13 of 2003 concerning Manpower.

4. HR Budget

The HR budget included salaries and other costs associated with employees. The breakdown of labor costs for 5 years with an increase in employees' remuneration based on the average inflation rate for the last 10 years of 4.23% a year was as follows.

Table 14. HR Budget (IDR)

Description	Year 1	Year 2	Year 3	Year 4	Year 5
	(Rp 000)				
Director	240,000	250,152	260,733	271,762	283,258
Production & Warehouse Manager	144,000	150,091	156,440	163,057	169,955
Marketing Manager	144,000	150,091	156,440	163,057	169,955
HRD Manager	-	150,091	156,440	163,057	169,955
Finance & Accounting Manager	144,000	150,091	156,440	163,057	169,955
Production Supervisor	84,000	87,553	91,257	95,117	99,140
Warehouse Supervisor	-	87,553	91,257	95,117	99,140
Delivery Supervisor	84,000	87,553	91,257	95,117	99,140
After sales Supervisor	-	87,553	91,257	95,117	99,140
E-commerce Supervisor	84,000	87,553	91,257	95,117	99,140
Distributor Supervisor	-	87,553	91,257	95,117	99,140
HRD Supervisor	84,000	87,553	91,257	95,117	99,140
Personalia Supervisor	-	-	91,257	95,117	99,140
Finance Supervisor	84,000	87,553	91,257	95,117	99,140
Accounting Supervisor	-	-	91,257	95,117	99,140
Staff Cutting	54,000	112,568	234,660	244,586	254,932
Staff Pond	54,000	56,284	117,330	244,586	254,932
Staff Drawing	54,000	56,284	117,330	244,586	254,932
Staff Assembly	54,000	112,568	234,660	244,586	254,932
Staff QC	54,000	56,284	117,330	244,586	254,932
Staff Pack and Finish	54,000	112,568	234,660	244,586	254,932
Staff Sparepart	54,000	56,284	117,330	122,293	127,466
Staff Product	54,000	56,284	117,330	122,293	127,466
Staff Delivery	54,000	112,568	234,660	244,586	254,932
Staff Commerce	54,000	56,284	175,995	183,440	191,199
Staff Promotion	54,000	168,853	351,990	366,879	382,398
Staff Marketing	54,000	168,853	351,990	366,879	382,398
Staff Sales	-	168,853	351,990	366,879	382,398
Staff After Sales	-	56,284	117,330	183,440	191,199
Staff HRD	54,000	56,284	117,330	122,293	127,466
Staff Personalia	-	56,284	117,330	122,293	127,466
Staff Finance	54,000	56,284	117,330	122,293	127,466
Staff Accounting	-	56,284	117,330	122,293	127,466
Overtime	43,200	157,596	328,524	354,650	369,652
Bonus/Incentive	-	260,575	428,581	482,378	502,783
THR	154,000	260,575	428,581	482,378	502,783
Health Insurance	73,920	125,076	205,719	231,542	241,336
Pension Fund	90,182	152,593	250,977	282,481	294,430
Gathering	-	23,000	23,973	24,987	26,044
Training	46,000	82,000	144,000	158,000	158,000
Recruitment	52,560	54,783	57,101	59,516	62,034
Total	**2,307,862**	**4,243,098**	**7,010,421**	**7,864,472**	**8,190,456**

CONCLUSIONS AND SUGGESTIONS

Marketing Plan, Operational Plan, and Human Capital Plan are important elements for the company's business plan. The priority strategies to achieve the short-term strategy of PT Bestindo Jaya Indonesia are as follows:

1. Market penetration: marketing activities through digital marketing (social media and SEO), communities, and competitive prices.
2. Conducting employee training on assembling a flatbed gas stove folding burner, learning and creating an ISO 9001:2015 quality management system.
3. PT Bestindo Jaya Indonesia's Human Capital Management Strategy Program Design:

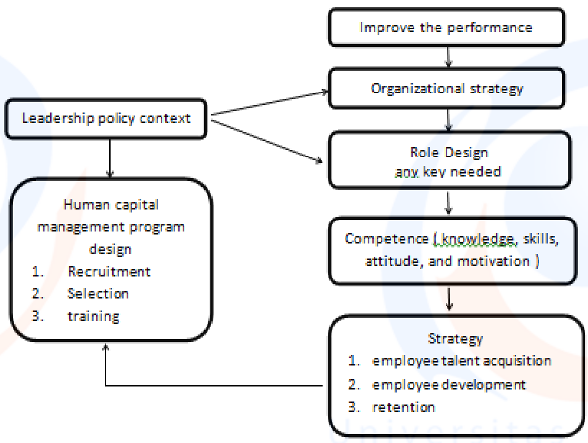

Figure 12. Human Capital Management Strategy Program Design

PT Bestindo Jaya Indonesia requires an aggressive and appropriate marketing program and utilizes digital technology to reach the target market related to short-term goals. Reliable operations require careful and consistent planning during operating the company and proper human resource planning. So, the company can be managed properly by a reliable and competent workforce.

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Case Study

Business Analysis of Investment Feasibility and Risk Mitigation of the "Best Gas" Cooking Stove Business (Case Study of PT Bestindo Jaya Indonesia)

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ABSTRACT

This research was aimed to determine the financial feasibility of the Best Gas cooking stove business and analyze the company's risk mitigation methods in its business. The methods included financial feasibility analysis and risk assessment analysis. The results showed that PT Bestindo Jaya Indonesia's finances were feasible with an NPV value of Rp.6,404.249,760, IRR value of 31%, and a payback period of 3.43 years. Based on risk management analysis, the company's risks were internal and external risks, namely production and distributors. PT Bestindo Jaya Indonesia's risk mitigation analysis took six stages, namely risk identification, risk assessment, risk evaluation, communication and consulting, recording and reporting, and determination of risk cost. PT Bestindo Jaya Indonesia's mitigation actions reduced the level of risk impact from high to medium levels and from medium to low levels.

Keywords: Cooking Stove Business, Business Feasibility Analysis, Risk Management, Risk Mitigation

INTRODUCTION

The stove is a cooking utensil that produces high heat, and the technological developments result as knowledge advances. The clear evidence of technological developments is the various designs, shapes, and ways of using stoves on the market. For examples, the use of electric lighter technology that simplify to use so that it saves gas. There is also the use of Teflon on the body so that it is easy to clean. In addition, the use of smart burn technology can save gas and heat up faster than other stoves.

Indonesia has a demographic bonus, namely the high growth in the number of productive age population of 70.2% (Indonesian Statistic Center, 2020). The need for household appliances such as gas stoves is increasing due to the increasing Indonesia's population. It encourages the growth of gas stove sales in Indonesia (Setiyawan, 2018). Data on supply and demand for gas stoves in 2020 showed that Win Gas products had 8% market share, Rinnai had 42% market share, Moderna had 28% market share, Electrolux had 14% market share and the rest had 9% market share (Ministry of Industry, 2019).

One of the gas stove companies in Indonesia is PT Bestindo Jaya Indonesia. During competitive gas stove sales, PT Bestindo Jaya Indonesia has great potential as a gas stove producer that creates advantages. Therefore, the researchers analyzed the business feasibility to determine the level of business feasibility from the financial aspect and business risk.

The research aimed to determine the financial feasibility of the "Best Gas" cooking stove business from PT Bestindo Jaya Indonesia and analyze the company's risk mitigation methods. The research method included financial feasibility analysis and risk mitigation analysis. This research involved internal parties and various external parties related to the gas stove business.

LITERATURE REVIEW

Financial Feasibility Analysis

The criteria for the financial feasibility of this research are as follows:

1. Net Present Value (NPV)

Net Present Value (NPV) is the present value of future cash flows. The value is discounted by the appropriate cost of capital, then the value is reduced by the initial outlay of the business. Businesses with positive NPV are accepted and businesses with negative NPV are rejected. NPV is the difference between the total present value of benefits and the total present value of costs. Mathematically, NPV is calculated using the following formula:

$$NPV = \sum_{t=0/1}^{n} \frac{Bt - Ct}{(1+i)^t}$$

Description:

Bt = Benefits in year t

Ct = Cost in year t

t = Year of business activity, initial year (year 0 or year 1)

i = DR rate (discount rate)

2. Payback Period (PP)

This method is used to measure the investment return time. Businesses with a short or fast payback period is the selected businesses. Mathematically, the Payback Period is calculated using the following formula (Nurmalina et al., 2018):

$$PP = \frac{\mathrm{I}}{\mathrm{Ab}}$$

Description:

I = investment cost

Ab = Annual net benefit

3. *Internal Rate of Return* (IRR)

IRR is the discount rate (DR) that produces an NPV equal to 0. The IRR calculation uses the interpolation method between the lower DR level (positive NPV) and the higher DR level (negative NPV). Mathematically, IRR is calculated using the following formula (Nurmalina et al., 2018).

$$IRR = i_1 + \frac{NPV_1}{NPV_1 - NPV_2}(i_2 - i_1)$$

Description:

i_1 = Discount Rate for positive NPV

i_2 = Discount Rate for negative NPV

NPV_1 = positive NPV

NPV_2 = negative NPV

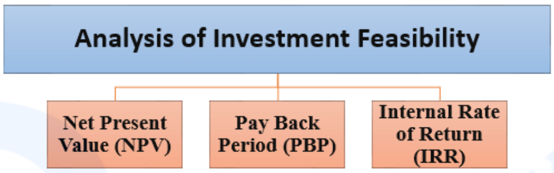

Figure 1. Investment Analysis Framework

Risk Management

Risk management is an important part of project management in recent years. Business managers should undertake a process of identification, analysis, and probability assessment to mitigate the risks of a complex business. This plan assists business managers to deal with difficult situations as the business progresses and assists in the successful completion of the business (Kwak & Ingall, 2009).

RESEARCH METHOD

This research was conducted in August – October 2021 at PT Bestindo Jaya Indonesia, which is located at Tangerang - Banten. The data sources of this research were primary and secondary data in the form of quantitative and qualitative. The types of data were primary and secondary data. Primary data was the observations of research location and the discussions with businessmen results. Secondary data were literature studies, documentation data, and report data from other parties and officially published.

This research used descriptive qualitative method. According to Sugiyono (2013), qualitative research methods aim to obtain in-depth data, actual data and the value of visible data. While quantitative research methods are scientific methods that fulfill scientific principles, namely concrete, objective, measurable, rational, and systematic. Furthermore, the financial aspect analysis used investment feasibility criteria which consists of calculating NPV, Payback Period, and IRR. The project proposal was accepted if the NPV value was more than zero (NPV> 0), the IRR was higher than the specified rate of return, the Net B/C Ratio > 1 and the payback period was faster than the project's economic life. Then the data were analyzed using Microsoft Excel 2013 software.

RESULTS AND DISCUSSION

Identify of Financial Planning Elements

1. Revenue Planning

Estimated sales were divided into two parts, namely price and volume. Both of them were based on several factors, namely target market, constraints and market growth. The sales volume results estimated, and price were obtained from the analysis and market needs forecast. The estimated sales of BestGas in five years were as follows:

Table 1. Revenue planning

	Year 1	Year 2	Year 3	Year 4	Year 5
Quantity	15,900	27,480	32,976	39,571	47,485
Price	1,100,000	1,100,000	1,210,000	1,331,000	1,464,100
Total	17,490,000,000	30,228,000,000	39,900,960,000	52,669,267,200	69,523,432,704
Growth	-	73%	32%	32%	32%
Incrimental Price Start Form Year 3			10%	10%	10%

2. Investment Planning

Investment planning was very important because investments funds were large. In addition, investments returned cannot be made in the short term or obtained all at once. So, PT Bestindo Jaya Indonesia needed to wait to be able to get the funds back.

3. Capital Needs Planning

At the beginning, planning the company's funding sources was a capital deposit from shareholders, such as the founder or initiator of the company and outside investors. In terms of capital structure and shareholders, the founders provided 54% of capital while the remaining 46% sought from other investors.

Table 2. Company's Capital and Shareholders Structure

Capital Need's Planning

Description	Amount
Pra Operational	85,000,000
Asset Cost	1,067,400,000
Operational Cost (6 Months)	2,303,189,000
Raw material (3 Months Stock/Production)	2,820,000,000
Total	**6,275,589,000**
Rounding	**6,500,000,000**

Shareholders Structure

Source	Shares	%	Share Value per Share (Rp)	Total (Rp)
Ismail	700	11%	1,000,000	700,000,000
Irvan	700	11%	1,000,000	700,000,000
Ida	700	11%	1,000,000	700,000,000
Wardani	700	11%	1,000,000	700,000,000
Tri Astuti	700	11%	1,000,000	700,000,000
Investor Lain	3,000	46%	1,000,000	3,000,000,000
	6,500	**100%**		**6,500,000,000**

At the beginning of the year, the source of funding came from investors' capital deposits. In the current year, the source of funding was obtained from retained earnings as a result of the company's operations starting from the second year when the operating position was positive income with an initial percentage of 55-56%. In the long term, the company issued new shares and borrowed from other third parties (banks or other parties interested in investing). In Table 2, the shareholders' funds were paid based on the company's cash flow projections. The stock structure policy included higher share earnings of the company's founders, namely 54% (majority shareholders) and the rest was for outside investors. Investors had the perception that the industry had a high enough risk so higher returns than the market should be given in the end. It caused the founders to use personal funds as initial business capital. The founders also believe that their business was successful because the Best Gas product was a new product and there was no similar product in Indonesia currently.

4. Financial Feasibility Analysis

Year	Cash In	Cash Out	Net Cash Flow	Accum. NCF	Discount Factor	Present Value	Accum PV (NPV)	Payback Period
a	b	c	d	e	f	g=d/(1+f)^a	h	i
0	-	(6,500,000,000.00)	(6,500,000,000)	(6,500,000,000)	15%	(6,500,000,000)	(6,500,000,000)	0.00
1	11,780,000,000	(17,019,133,286)	(5,239,133,286)	(11,739,133,286)	15%	(4,555,768,075)	(11,055,768,075)	0.00
2	29,096,608,667	(25,238,510,999)	3,858,097,668	(7,881,035,618)	15%	2,917,276,120	(8,138,491,955)	0.00
3	37,755,669,644	(33,331,839,902)	4,423,829,742	(3,457,205,876)	15%	2,908,739,865	(5,229,752,090)	0.00
4	49,851,041,654	(41,805,023,281)	8,046,018,374	4,588,812,498	15%	4,600,337,119	(629,414,971)	3.43
5	65,838,835,410	(51,691,623,298)	14,147,212,112	18,736,024,609	15%	7,033,664,731	6,404,249,760	0.00

Hurdle Rate	15%	based on WACC/CAPM
NPV	6,404,249,760	
IRR	31%	

a. Net Present Value (NPV)

NPV is a tool or way to measure the feasibility of an investment opportunity. A positive NPV indicated that the projected income from the investment or project was higher than the expenditure. The NPV value with a discount factor/hurdle rate of 15% in BestGas' economic calculation was positive Rp. 6.40 billion. Thus, the NPV indicator showed that Bestgas' investment was feasible.

b. Payback Period (PP)

Payback Period is the period of time required to return the value of the investment that has been issued, the shorter Payback Period is better and shows the investment feasible. The results of Best Gas investment analysis show that the Payback Period in the 3rd year is 3.43, this shows that BestGas's investment yields a fairly good return, which is still in the 3rd year.

c. Internal Rate of Return (IRR)

Internal rate of return (IRR) is an indicator of financial analysis to estimate investment profitability. IRR is also defined as a method for calculating the interest rate of an investment and equating the current investment value based on the calculation of net cash in the future. IRR shows a percentage representation of the speed of investment to generate funds. Best Gas investment analysis results showed that the IRR value was 31%. This value indicated a very good rate of return, which was far above the hurdle rate set at 15%.

Every investment plan wants a rate of return in the future. Therefore, it is necessary to analyze the financial feasibility analysis. BestGas's financial feasibility analysis used the Internal Net Present Value (NPV), Payback Period (PP) and Rate of Return (IRR) approach.

Table 3. Investment Analysis Summary

Investment Analysis Indicator	Result	Conclusion
NPV (DF: 15 %)	IDR 6.4 billion	Feasible
Payback Period	3.43 Years	Feasible
IRR	31 %	Feasible

Risk Analysis

1. Risk Identification

Risk identification is a process to find, analyze, and investigate a risk. The company's risk is usually based on experience, the company's internal history, and the characteristics of an object. Risk identification at PT Bestindo Jaya Indonesia was as follows.

Table 4. Risk Identification at PT Bestindo Jaya Indonesia

Code	Risk
Internal	
R001	The production machine is broken
R002	Sales target is not achieved but the promotion budget is fixed
R003	Conflict among employees
R004	Criminality
R005	Employees resign
R006	There is corruption
R007	Late arrival of raw materials
R008	Distributor resigns
R009	Distributor closed
R010	Employee conflict
R011	Salary increase (Regional Minimum Wage)
R012	Broken raw material
R013	Changes in government regulations
R014	Items are not known/accepted by the market
R016	Power outage/production shutdown
R017	Fire
R018	Natural disasters
R019	IDR fluctuation against RMB
R020	New competitors

Risk identification based on operations and risk impact grouping.

Table 5. Identification of PT Bestindo Jaya Indonesia's Risk Impacts

Code	Risk	Impact
	Internal risk	
R001	The production machine is broken	Production stopped
R002	Sales target is not achieved but the promotion budget is fixed	Profit reduced/loss
R003	Conflict among employees	Inhibits production
R004	Criminality	Loss
R005	Employees resign	Production is hampered
R006	There is corruption	Loss
	External Risk	
R007	Late arrival of raw materials	Production stopped
R008	Distributor resigns	Item not absorbed
R009	Distributor closed	Item not absorbed
R010	Employee conflict	Operation stopped
R011	Salary increase (Regional Minimum Wage)	Costs are getting higher
R012	Broken raw material	Production is interrupted waiting for raw materials
R013	Changes in government regulations	Production is hampered
R014	Items are not known/accepted by the market	Inappropriate sales target
R016	Power outage/production shutdown	Production stopped
R017	Fire	Production Process Stops
R018	Natural disasters	Production Process Stops
R019	IDR fluctuation against RMB	Raw materials are expensive
R020	New competitors	Inappropriate sales target

	Marketing
	SDM
	Other causative factors
	Operational
	Financial

2. Risk Assessment

Next, the researchers analyzed the results and impact of risk identification. Risk analysis was conducted by assessing each risk from the impact caused by the frequency of risk.

Table 6. Assessment of Risk Possibility and Impact at PT Bestindo Jaya Indonesia

Code	Risk	Possibility	Impact
Internal			
R001	The production machine is broken	3	5
R002	Sales target is not achieved but the promotion budget is fixed	1	3
R003	Conflict among employees	1	3
R004	Criminality	2	3
R005	Employees resign	2	2
R006	There is corruption	2	3
External			
R007	Late arrival of raw materials	2	5
R008	Distributor resigns	1	5
R009	Distributor closed	2	5
R010	Employee conflict	1	3
R011	Salary increase (Regional Minimum Wage)	4	2
R012	Broken raw material	2	5
R013	Changes in government regulations	1	1
R014	Items are not known/accepted by the market	1	5
R016	Power outage/production shutdown	3	5
R017	Fire	2	5
R018	Natural disasters	1	5
R019	IDR fluctuation against RMB	1	2
R020	New competitors	1	4

Based on the table above, the risk faced by the company with the highest impact (number 5) was the risk of production and distributors.

3. Risk Evaluation

PT Bestindo Jaya Indonesia's risk parameters were as follows:

Table 7. PT Bestindo Jaya Indonesia Risk Parameters

Possibility	Impact	Risk Level
Rare	Insignificant	Low
Rare	Insignificant	
Rare	Minor	
Rare	Moderate	
Unlikely	Insignificant	
Unlikely	Minor	
Unlikely	Minor	
Possible	Moderate	
Possible	Insignificant	
Rare	Major	Moderate
Rare	Catastrophic	
Unlikely	Moderate	
Unlikely	Major	
Unlikely	Catastrophic	
Possible	Moderate	
Possible	Major	
Possible	Moderate	
Possible	Minor	
Likely	Insignificant	
Certain	Minor	
Certain	Insignificant	
Possible	Catastrophic	High
Likely	Catastrophic	
Likely	Major	
Certain	Catastrophic	
Certain	Major	
Certain	Moderate	

Table 8. PT Bestindo Jaya Indonesia Risk Evaluation Matrix

Possibility \ Impact	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
Certain (5)					
Likely (4)		R011			
Possible (3)					R001 R016
Unlikely (2)		R005	R004 R006		R007 R012 R009 R017
Rare (1)	R013	R019 R015	R002 R003 R010	R020	R008 R014 R018

(red)	High
(yellow)	Moderate
(green)	Low

Table 9. Matrix for Evaluation of Possible Impact and Risk Level

Code	Risk	Possibility	Impact	Level
	Internal			
R001	The production machine is broken	3	5	High
R002	Sales target is not achieved but the promotion budget is fixed	1	3	Low
R003	Conflict among employees	1	3	Low
R004	Criminality	2	3	Moderate
R005	Employees resign	2	2	Moderate
R006	There is corruption	2	3	Moderate
	Company external			
R007	Late arrival of raw materials	2	5	Moderate
R008	Distributor resigns	1	5	Moderate
R009	Distributor closed	2	5	Moderate
R010	Employee conflict	1	3	Low
R011	Salary increase (Regional Minimum Wage)	4	2	Moderate
R012	Broken raw material	2	5	Moderate
R013	Changes in government regulations	1	1	Low
R014	Items are not known/accepted by the market	1	5	Moderate
R016	Power outage/production shutdown	3	5	High
R017	Fire	2	5	Moderate
R018	Natural disasters	1	5	Moderate
R019	IDR fluctuation against RMB	1	2	Low
R020	New competitors	1	4	Moderate

Based on the possible impacts and risks at PT Bestindo Jaya Indonesia, mitigation was developed to control the disaster. Mitigation aims to reduce or minimize the impact of a disaster. The mitigations conducted by PT Bestindo Jaya Indonesia were as follows.

Table 10. Risk Mitigation Matrix

Code	Risk	*Impact*	*Possibility*	Impact	Level	Mitigation Plan	Possibility	Impact	Level
Internal Risk									
R001	The production machine is broken	Production stopped	3	5	High	Make regular repairs	2	4	Moderate
R002	Sales target is not achieved	Profit reduced/loss	1	3	Low	Controlling sales targets versus promotion costs	1	3	Low
R003	Conflict among employees	Inhibits production	1	3	Low	Resolved based on deliberation and applicable provisions	1	3	Low
R004	Criminality	Loss	2	3	Moderate	The company issues and processes according to applicable law	2	2	Low
R005	Employees resign	Production is hampered	2	2	Low	Welfare and work culture evaluation	2	2	Low
R006	There is corruption	Loss	2	3	Moderate	The company issues and processes according to applicable law	2	2	Low

To be Continued

Code	Risk	*Impact*	*Possibility*	Impact	Level	Mitigation Plan	Possibility	Impact	Level
External Risk									
R007	Late arrival of raw materials	Production stopped	2	5	Moderate	Providing stock in warehouse	2	3	Moderate
R008	Distributor resigns	Item not absorbed	1	5	Moderate	Selective in choosing distributors, Have a database of sales distributors	1	4	Moderate
R009	Distributor closed	Item not absorbed	2	5	Moderate	Creating a bank guarantee	2	4	Moderate

After mitigation was conducted by PT Bestindo Jaya Indonesia, several risks experienced significant changes. High risk and impact are decreased to moderate impact. The changes were seen in the following table:

Table 11. Risk Evaluation Matrix After Mitigation

Possibility	Impact: Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
Certain (5)					
Likely (4)					
Possible (3)					
Unlikely (2)		R004 R005 R006 R011	R016 R007 R017	R001 R009	
Rare (1)	R013	R019 R015 R018	R002 R003 R010 R020	R008 R014	R012

4. Communication and Consultation

Risk management consists of communication and consultation. Communication regarding risk issues such as the causes of the risk, the impact of the risk, as well as the steps to manage the risk.

Table 12. Communication and Consultation Report

Time	Activity	Monitoring
0 - 2 months	Prepare manuals, work guidelines, and work instructions	Supervisor
3 months	Creating a guide with pictures or practical instructions that are easy to understand	Supervisor
> 3 months	Making evaluations of the work guidelines results, making new rules, and conducting regular internal meetings.	Manager and Supervisor

5. Recording and Reporting

The last stage was recording and taping risks. The unit that manages and responsible for risk management analyzed and submitted the analysis results then they recorded and reported to the company periodically. The reports were as follows:

Table 13. Recording and Reporting

Nb	Time	Activity	Monitoring
1	First month	Created and presented a report on risk during the first month	Supervisor
2	3 months	Note the risks that occurred during the last three months	Supervisor
3	6 months	Drawing conclusions from all the events during the last four months	Supervisor
4	Annual	Create a risk management report	Manager

6. Risk Management Expense

PT Bestindo Jaya Indonesia spent risk management costs for the mitigation actions. The costs incurred by PT Bestindo Jaya Indonesia were as follows.

Table 14. Risk Management Budget

Cost	Year 1	Year 2	Year 3	Year 4	Year 5
Machine and Building Maintenance	96,000,000	100,800,000	105,840,000	111,132,000	116,688,600
Generator + Fire Extinguisher	40,000,000	-	-	-	-
Insurance	16,250,000	17,062,500	17,915,625	18,811,406	19,751,977
Note: Risk Mitigation Costs have been considered in operating planning costs					

The table above showed the costs for reducing risk, consisting of maintenance costs for machines and buildings, procurement of generators and fire extinguishers in anticipation of power outages and fires, as well as insurance costs to protect company assets such as buildings and its contents.

CONCLUSIONS AND SUGGESTIONS

The financial feasibility analysis results of PT Bestindo Jaya Indonesia shows that the eligibility criteria were related to three investment criteria, namely NPV more than zero, IRR value above the hurdle rate, and Payback Period value less than the age of the business. NPV of Rp 6,404,249,760, IRR of 31%, and Payback Period of 3.43 years. The analytical method is similar to Farah Nabila & Nurmalina (2019) which analyzed the feasibility of a business at PT Musim Harvest Harmonis.

The risk mitigation analysis results reveals that the risks of the company are production and distributor risks. PT Bestindo Jaya Indonesia's risk mitigation analysis is conducted in six stages, namely risk identification, risk assessment, risk evaluation, communication and consulting, recording and reporting, and risk costing. PT Bestindo Jaya Indonesia's mitigation actions succeeded in reducing the level of risk impact from high to medium levels and from medium to low levels. Risk mitigation analysis is in line with Handayani (2016) regarding the case study of PT MSA Kargo Surakarta Branch on risk mitigation analysis through several stages, namely risk identification, risk assessment, risk management, and risk communication. Researchers find several additional mitigation measures as preventive measures. Researchers suggest that Best Gas company consistently optimizes internal and external risk mitigation so that investment feasibility and business continuity are maintained. Investment feasibility analysis and risk mitigation analysis are very important for business continuity. It is mainly to assess the feasibility of the business and minimize the impact of risk. Researchers suggest businessmen to analyze investment feasibility and mitigate risks to the company's business so that business continues and profits increase. In assessing business feasibility and risk mitigation, this research limits the analysis to three investment criteria and six stages of risk mitigation analysis. Therefore, further research is expected to develop other methods.

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