

**COMPARISON ANALYSING OF CLAUSE 21 PERMANENT EMPLOYEES
INCOME TAX WITH GROSS METHODES, NET AND GROSS UP AS TAX
PLANNING EFFORT AND IMPACT ON OPERATING EXPENSES AND
OPERATING INCOME ON PT. ESCORINDO JASA PRIMA**

ABSTRACT

Tax planning is effort to minimize income tax expense that should be covered by company with not contravene regulation of tax legislation. One of tax planning can be done by company to streamline income tax expense is through 21 income tax planning.

The purpose of this research for analyze employee 21 income tax counting still with gross method, net method, and gross up method in relation with operating exepenses and operating income with regulation of tax legislation and the most efficient for company income tax expense. This research is using data analysis technique from qualitative descriptive analysis is with collect process 2015 salaries of permanent employees then analysing comparison of clause 21 of income tax counting with gross method, net method, and gross up method that minimum tax expense.

The result of the research shows that if company use clause 21 of income tax method with gross up method compared net method, on one side cause increasing 21 clause outstanding resulting in increase operating expenses and decline company operating income but on the other efficient for company income tax expense because cost in curred for tax allowance can be recognized as cost in profit and lost report commercial and fiscal so can decrease corporat income tax.

Keywords: Tax Planning, Gross Up Method, Clause 21 Of Income Tax.