IMPLEMENTATION OF LEAN GAINSHARING METHOD FOR IMPROVING EMPLOYEE PERFORMANCE BENEFIT BY INCREASING PRODUCTIVITY IN PT INTERNATIONAL CHEMICAL INDUSTRY

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ABSTRACT
To produce a good product or service will require the production process as well as employees who are reliable and to increase the productivity of a company is to increase the productivity of all employees. To create high productivity it is necessary to consider what factors are affecting employee productivity. Problems faced by PT International Chemical Industry is the existence of some type of disability that occurs in the production of ABC type R6 battery is low volt, jacket scuffed, can damage, dent PE and PVC seal broken, especially in the production process. Problems faced by companies is how to minimize waste and non value added activity that can increase costs due to waste it. Employees will receive an incentive of cost savings gained from minimizing the amount of waste, the system of incentives that are given by using the method of Gainsharing in which the incentives provided to employees due to increased productivity. In this study serves to identify the types of waste at the company's production process by using the method VALSAT, VALSAT can map the waste and make improvements in the manufacturing process of the waste. Detail on the weighting method of mapping the three tools, namely VALSAT obtained in Proces Activity Mapping, Quality Filter Mapping and Supply Chain Response Matrix will do the repair. The company's production process is described through the Big Picture Mapping.
describes the performance of a production process. *Waste* Unnappropriate Process, *Inventory* and Defect is a waste affect the production process and then performed the minimization of waste is to increase company productivity by providing two alternative improvement by providing training for employees and give the team supervisor to oversee the production process. From the obtained results of these improvements will increase the productivity of the company. The cost savings obtained by the company amounted to Rp 22,946,015 and dilakukan division Gainsharing incentive based methods for the company by 30% and 70% for employees.

**Key words:** Productivity, Waste, Gainsharing, VALSAT