INFORMATION SYSTEM OF MUTATION AND COMPENSATION MANAGEMENT AT PT. BANK PEMBANGUNAN DAERAH JAWA BARAT DAN BANTEN, Tbk

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ABSTRAK

PT. Bank Pembangunan Daerah Jawa Barat dan Banten *or* bank bjb *has a number of employees as many as 7,075 people with 25 levels positions was spread on 25 Division in Head Office, 62 Branch Office, 312 Sub Branch Office, and 156 Cash Office to be managed by The Human Resource Division. Human Resource Management is the most important element for the Company in determining the service, performance, achievements of the Company, so The Grup Human Resource Development with job description Mutation and The Grup Human Resource Administration with job description Compensation who manage employees should properly carry out management activity.*

Information System of Mutation and Compensastion Management used DSS (Deccision Support System) with SAW Method (Simple Additive Weighting) to help provide the best list of candidates Mutations as a follow-up of planning the opening of new offices and to support evaluation information of the implementation of the mutation need. In development process used PHP and data storage by MySql database can provide supporting informations management activity and can help the performance of managers in avtivity monitoring and evaluation of the planne tha has been determined.

Based on the results of research and after doing and alpha and beta teating of thr system has been made, the conclusions that can be taken is known that 80% more has been made to assist managers in managing employe.

***Keywords**: bank bjb, Management, Human Resource, Mutation, Compentation, SIM, DSS*

1. INTRODUCTION

In research that has a focus on a company, then needed a research methodology that is appropriate to be able to achieve good results. Background problems, formulation of the problem, and the problem of purpose is the support of what will be discussedin this research.

1.1 Background Problems

Bank bjb is the Bank companies that focus in the field of banking. Bank bjb consists of several ranks of management or Board of Directors that oversees the various divisions,where human resource management is a process of planning, organizing, controlling, and pengkoordinasian of the entire employee of bjb. Human resources constitute the most important elements in the bank bjb, because these elements that define theservice, performance and achievements of the company, so the process of human resource management should be further improved to make the performance of Human Resource better and effective in every implementation.

Based on information from official Website of bank bjb noted that in February 2015, the bank has a number of employees as much as bjb 7075 people, with 25 levels spread across 25 Office Division at Headquarters, 62 branc hes Office, and 312 Associate Sub-office and 156 cash office. The entire Bank employee bjb is managed by the Division of human resources is located at the head office. Several business functions on the HR Division that exists at the moment consists of three groups, including the Administrative Group with the primary job description consists of Compensation (compensation & benefit), industrial relations, and data management personnel. Group HR Development with job description consists of a main recruitment officer, and mutations (promotion and rotation) employees. The group just my Assesment Center with job description major for career management of employees.

Based on interviews with Mr. Khrisna Dea Pratama, s. Kom. as an employee of the Division of HUMAN RESOURCES Office of the Centre with bjb bank Officer able to note that the Group Manager development of the difficulties in determining the candidate Group Manager Administration mutations and the difficulty in determining the Compensation (compensation & benefit) for the whole bank employee bjb. Because the supporting

files the needs of mutations and compensation is available only in Microsoft Excel files, the absence of good data search process and the absence of a method of selection of the candidates good Mutations cause dataless informative and Manager of the difficulty in conducting surveillance and evaluation of the implementation of the determination of the candidates ' mutation, and a determination of the apportionment of compensation fixed in accordance with the planning target of the bank or the Bank's business plan (RBB) which has been approved by Bank Indonesia and the financial services authority (OJK) in each year.

1.2 Formulation Of The Problems

Formulation of the problems is a summary of the points outlined in the background, then the resulting problem formulation, namely how to build information systems management employee compensation and mutation management in PT. Bank Pembangunan Daerah Jawa Barat dan Banten Base On Web.

1.3 Reasearch Purpose

The point of writing this final task is to build a management information system employee compensation in mutation and PT. Bank Pembangunan Daerah Jawa Barat dan Banten base on Web, where as objective is as follows:

1. Assist Group Development Manager in determining the list of candidates to meet the needs of mutations.
2. Assist Manager in determining the Division of Administration Group Compensation Employee.

2. CONTENT OF REASEARCH

The reasearch was done to get solution of problems of management compensation and mutations appear in bank bjb. Solutions to the problem analysis, analysis of PDCA mutation and compensation, the gerneral description of the system, usecase, and testing.

2.1 Problem Analysis

There are some problems faced in the process of human resource management in the Division of Human Resource in bank bjb, are as follows:

1. The Manager of the Group development of the difficulties in monitoring andanalysis of the needs and the determination of candidates to meet the needs of a mutation, so the difficulty in planning evaluation activities have been determined in advance.
2. The Group Manager Administrative difficulties in conducting monitoring andanalysis of needs, kebijkan, and a determination of the apportionment of compensation, making it difficult to adjust to predetermined planning.

Based on the problems described, then it takes some of the features and functionalityof the system to make the business function and the process is operated in it and finished with a time of fast and can hit a target from the Bank's business plan(RBB).

2.2 Mutation and Compensation PDCA Analysis

Analysis of PDCA mutations and Compensation is a follow-up analysis of the runningsystem, where this analysis will be implemented there is a system to be built. Analysis of PDCA are described in the analysis of PDCA and Mutation analysis of PDCA compensation.

1. Mutation PDCA Analysis

   Analysis of PDCA Mutation is an analysis of the Plan, Do, Check, Action which will beimplemented in the system to be built. Management of the Mutation is performed by the group development of the ranks of Management Development Manager, Development Officer, and Staff, the following PDCA cycle is done:

   a. Plan

      Plan or planning in the process of Mutation is a process by which development manager assigning a Planning Officer to prepare a list of candidates corresponding Mutation information opening of the new Office. Based on business rules, the candidate of the mutation that is required is 5 qualified candidates in accordance withthe criteria of the following term of office supplies, anything that can fill the position of leader of the Office are described in table 2-1.

      Tabel 2-1 Posisi Pemimpin Kantor

Jenis Kantor	Corporate Tittle (Jabatan)
KC (Branc Office)	a. Assistant Vice President
	b. Senior Manager
KCP (Associate Sub Ofice)	a. Manager
	b.Assistant Manager
Cash Office	a.Assistant

      Officer Planning method using SAW (Simple Additive Weighting) to recommend the best candidate list 5. The method is a decision support method of the SAW. This method requires the decision maker to determine weights for each attribute. The totalscore for an alternative is obtained by summing the entire result of the multiplication between rating which can be compared to the attribute weights and cross each attribute. Rating each attribute must have passed before the process of normalization.

   b. Do

      Implementation of activities do or Mutation is performed outside the system to be built because it must first do some secret

assessment policy conducted by the Board of Directors of mutation and Team. The result of the mutation of the team meeting in the form of SK Mutations for 1 Candidate elected, and then management Staff should perform data updates employees selected for Mutation.

c. Check
Check or Supervision done by development manager to find out the result of a Mutation IE team meeting information candidates selected for was demoted, and check whether the selected employee data have been updated on the system.

d. Action
Action undertaken by development manager to see the results of the evaluation of each candidate who had previously submitted and which candidates are elected to succeed was demoted.

2. Compensation PDCA Analysis
Analysis of PDCA is an analysis of the Compensation Plan, Do, Check, Action which will be implemented in the system to be built. Compensation Management is performed by the Group Management ranks of administration with administrative Manager, Officer compensation and Admnistrasi, and Staff, the following PDCA cycle is done:

a. Plan
Plan or planning on the compensation process is the process by which administrative manager oversees the Bank's profit and revenue status when profit is achieved can assign administrative manager Compensation and Administrative Officer to do planning with how to make a simulation calculation of the Compensation for the entire bank employee bjb budget was defined on RBB that had (the business plan of the Bank).

There are several criteria which affects the formulation of calculations include the assessment of individuals or PPKP, assessment work unit with Balanced Score Card (BSC), Factor the value of the title, sanctions, and a Nominal budget Incentives or bonuses. There are differences in the calculation of the bonus incentives and incentive calculations, data assessment individual and work unit data assessment every 3 months while the bonus calculation is any assessment data once a year

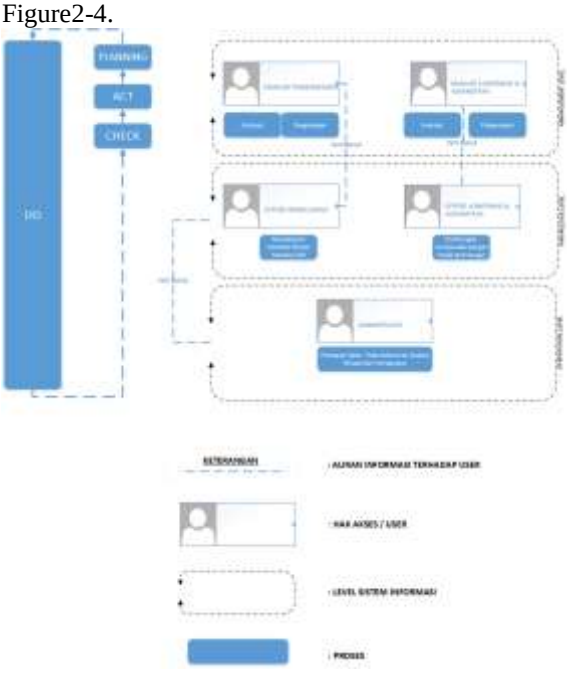
b. Do
The implementation of apportionment of compensation may be made if the Director approves the Division of compensation, the compensation Division made on implementation of the HRIS (Human Resource Information System) by bjb bank management staff with the help of the Administrative Officer, report the results of the output resource management Division of the compensation will be reported at Administrative Manager to do the Check.

c. Check
Administrative Manager to conduct surveillance against compensation, by checking the status of whether the proposed simulation planning approved, until the process of Division of the compensation has been completed.

d. Action
Administrative Manager evaluate by checking a report of the results obtained by each employee of nominal, data presented are the employees who get the most small and most nominal big and categorized by position. This evaluation aims to find out what factors make an employee gets the most nominal big or very small.

2.3 General Of Description System

The analysis of the General description of the system to be built was the recommendation from the results of the analysis of the process – the process running on the system. Explanation of the General description of the system on the basis of a review of the types of information systems, cycle PDCA, and access rights on the system to be built. The explanation can be seen in Figure 2-2, Figure 2, and Figure2-4.



Figur 2-2 General Of Description System

From Figure 2-2 there are 3 levels of information system that is operational level, knowledge levels, and management levels. At the operational level information system accessed by the administrator, the master data – data that is processed in the information system operational is the excel file the period employees and offices that are the output of the HRIS (Human Resource Information System) and then carried out a process of import to database SIM mutations and mutation of planning data,

Compensation and compensation which is a copy of the RBB (plan Bisnsis Bank), management of information data of the new Office opening information management, profit income. On the system of information on the level of knowledge and the level of management there are two modules, namely a module Group development and Group Administration module, each has 2 access rights with officers of the Office of the Officer and Manager.

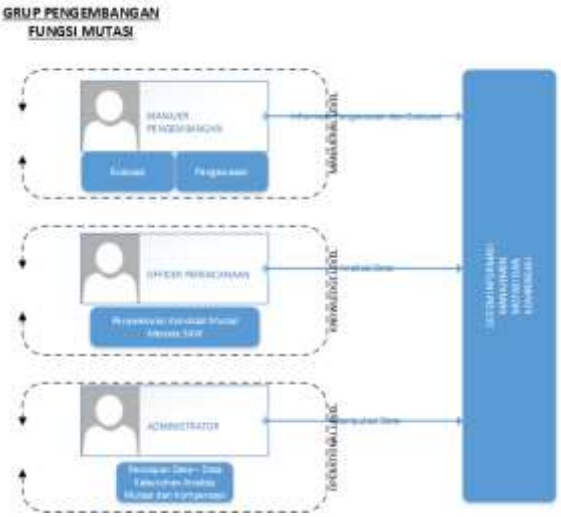


Figure 2-3 Development Group Modul

Figure 2-3 describes the system description on module Development Group, there are three users can be known i.e. Development Manager, Development Officer, and Administrator. First the Administrator must prepare the data – data Mutation needs ranging from data needs oversight of candidate selection and Mutation mutations. Surveillance information that appears in the Menu Manager Development including staffing, offices, the opening of new offices, and the action page to do the assignment the candidate selection process of mutations against the Planning Officer. Planning officer conducting the data analysis needs of the assisted by Mutation system, its implementation that is looking for the best candidate list for later reported to the development manager. The system uses the help of SPK or decision support system with SAW method (Simple Additive Weighting), the results of the selection method of the SAW will produce the best candidates in accordance with the assessment of each candidate and then the system will help the reporting and evaluation of the results of the selection to the development manager. There are 2 menus on IE development manager evaluation evaluation per the candidate selection and evaluation of the implementation of the Mutation .

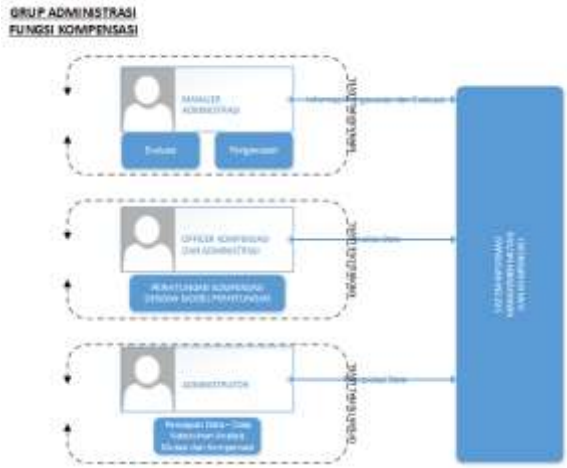
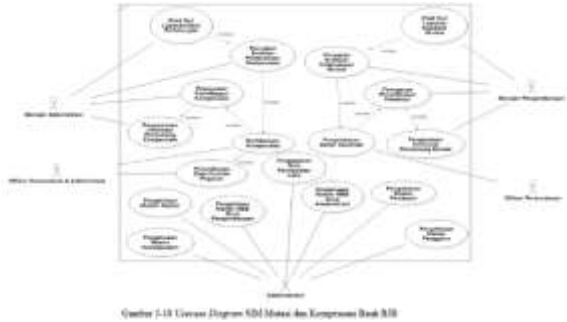


Figure 2-4 Administration Group Modul

Figure 2-4 describes the system description in module Administration Group, there are three users can be known i.e. Administrative Manager, Compensation and Administrative Officer, and Administrator. First the Administrator must prepare the data – the data needs of Compensation ranging from data needs oversight of compensation and calculation of compensation. Surveillance information that appears in the Menu Manager Administration including staffing, information income profit with tables and charts, and action page to do the assignment process of calculation of compensation against Compensation and Administrative Officer. Compensation and administrative officer conducting the data analysis needs of the Compensation system, assisted by its execution i.e. perform calculations by using the calculation model in order to make the results of subjective compensation Division in accordance with the achievements of every employee and then reported to the Administrative Manager. The system will help the reporting and evaluation of the results of calculation of compensation to the Administration Manager. There are 2 menu Administration Manager evaluation i.e. the evaluation per calculation and evaluation of the implementation of compensation apportionment of compensation annually.

2.4 Use Case



From the above explanation is a usecase of the ability of the system to be built. On the above there is a usecase 5 access rights include:

Administrative Manager, Officer Compensation Administration, administrators, & Development Manager, and Planning Officer.

Administrative Manager: oversight of information supporting the assignment calculation of compensation, compensation, compensation, evaluation of the implementation of the rendering and printout reports the results of a calculation.Officer Kompensasi & Administrasi: Perhitungan Kompensasi dan pemeriksaan data periode pegawai.

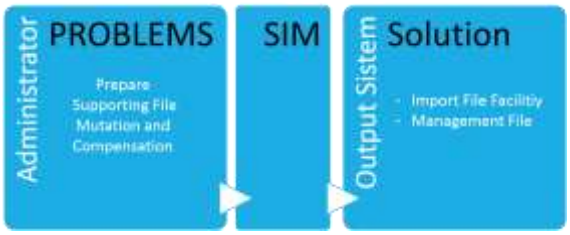
Manajer Pengembangan: Pengawasan informasi pendukung mutasi, penugasan penyeleksian kandidat mutasi, penyajian evaluasi pelaksanaan mutasi, dan printout laporan hasil perhitungan.

Development Manager: Surveillance information supporting candidate selection assignment of mutation, mutation, presenting an evaluation of the implementation of the mutation, and a printout of the report the results of the calculation.

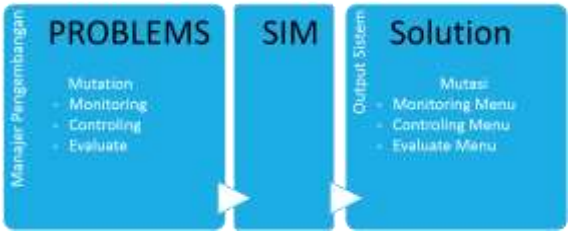
2.5 Testing

The test is done to find out the solution – what are the solutions contained in the system which can solve the problems of Management of bank Compensation mutations and bjb.

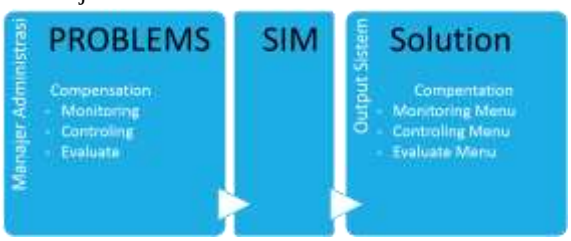
1. Administrator



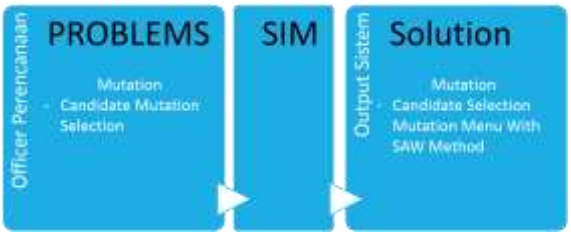
2. Manajer Pengembangan



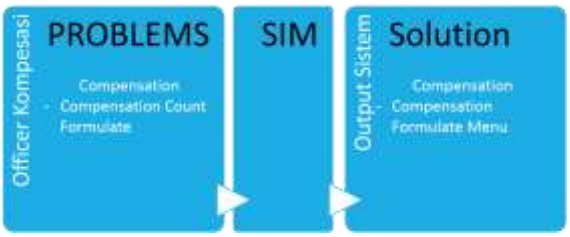
3. Manajer Administrasi



4. Officer Perencanaan



5. Officer Pengembangan



3. Final

3.1 Conclusion

Based on the results of the analysis, design, and implementation that has been done, there are some conclusions as follows:

1. Management information systems that were built were able to assist the group in carrying out Administrative activities so that the compensation Manager Administration easier in determining the apportionment of compensation.
2. Management information systems that were built were able to assist the group in carrying out Development activities so that the Mutation easier development manager in determining the candidates ' mutations.

3.2 Advice

After doing a beta or alpha testing management information system against mutations and Compensation at banks bjb, the need for the use of the Webservice in the database, for easier in service utilization data.

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