WEB-BASED MANAGEMENT INFORMATION SYSTEM FOR SUPPORT EMPLOYEE DEVELOPMENT OF E-GOVERNMENT IN REGIONAL GOVERNMENT AGENCY DISTRICT EMPLOYEE TABANAN

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ABSTRAK

Local staffing agency is one part of the district government used to manage data related to staffing, personnel data management processes are still using paper media, so spend a lot of paper and packing paper employment data given numbered about 10,000 employees. This resulted in trouble with employees when looking for employees and storage of data using paper-risk data loss and damage. One person staff has a lot of personal data and process data input through the FIP (Employee Insert Form) takes a relatively long time about 15 minutes. The situation is causing inefficient and ineffective process of data input clerk.

Above problems are obstacles that can hinder employment. Therefore, Employee Information System was established in the area of Tabanan regency government that can handle Employee data input process digitally. Employee data is stored in a structured database making it easier for employees in self insert data. If there is a change and delete data can be quickly handled. This application can also make the process of printing reports.

Keywords: Information Systems, Human Resources, Digital Data Collection, Data Management, Printing Reports

1. INTRODUCTION

1.1 Background

One element supporting the implementation of management functions is an organization, existence and smoothness of employees or employee activities in the organization's activities. Personnel system in government / company is to smooth the task organization, administration and fluency activities supporting the implementation of the elements of the management functions of an organization. Utilization of information technology can produce efficiencies in various aspects of the management information indicated by the speed and timeliness of processing, as well as accuracy and truth of the information (validity) is produced. This is related to the use of computer hardware (hardware), the program support system (software), communication devices and the Internet as a means of managing information.

The development of information and communication technology (ICT) today is growing rapidly. Indonesia is one of the developing countries, where many small companies, medium, and large mebutuhkan information technology that can handle the problems and activities are very complex administration. Utilization of ICT is not only needed to be firm, but very useful for agencies or state-owned organizations that can support the process activities that occur therein. Many things can be felt by the company or organization if the use of ICT as well as administrative activities effectively and efficiently, Paperless office, in the search easier and the process of manipulating data and much more. However, not all companies and organizations take advantage of ICT, especially in the field of information technology in the process of its activities. This is because several factors, among others, company or organization does not require an information system due to administrative activities and workers are still on a small scale, less pekanya businesses, employees and leaders to

advance information systems and administrative activities can still be handled manually by a company or organization. At the Regional Personnel Agency (BKD) has a complex problem such as data input clerk still manually via paper media or form field employees (FIP). In insert employee data on the FIP will take approximately 10-15 minutes. Employee data in Tabanan Regency numbered more than 10,000 employees. Accumulation of employee data in paper files is not efficient if the officer wants to do the data processing staff. The search process also requires a relatively long time. If employee data is damaged, the BKD employees will lose data. Therefore, BKD in dire need of personnel management information system capable of handling these complex issues. That is because, BKD is a government agency that handles the administration of government employment where employment data in a large scale district. If not handled in the form of computerized digital data, then the data will accumulate and can occur many mistakes in it as difficult process of manipulation (insert, update, delete) and data search is time consuming enough so that it can inhibit other activities.

Above problems can be overcome with the use and application of ICT is to make creation of Human Resources Information System (SIMPEG) at BKD. SIMPEG very important in providing services to all personnel that exist because employees are an important asset in the organization of organizations that need to be managed properly. Good management of employees in a small scope will improve the performance of staff and in greater scope and will bring improved performance of the company / government as a whole. Given the importance of managing employee data, the improvement of the quality of personnel management through the implementation of Human Resources Management Information System is one of the priorities in the development stage of e-government.

3.1 Identification of Problems

Based on the background of the above problems, can be formulated the problem of how to create a Management Information System Officer to support the development of e-government at the Regional Employment Board of Tabanan regency government.

3.2 Objectives

Based on the problems studied, the purpose of writing this final task is for the creation of Human Resources Management Information System to support the development of e-government at the Regional Employment Board of Tabanan regency government.The purpose of this system refers to the sequential order in the field of administrative personnel that are dynamically directed to:

1. Towards the Paperless Office realization that indirectly support the efforts of the effectiveness of the framework work.
2. Applying the expansion of facilities of high technology-based work is simple yet effective in enhancing the quality of service internally and externally.
3. Achieving the results of work quality and adequate services.

4. MODEL, ANALYSIS, DESIGN AND IMPLEMENTATION

4.1 Model

Data analysis techniques in the manufacture of software using the paradigm of the waterfall software, which includes several processes including:

a. System / Information Engineering Is part of the largest system in progress of a project, start by setting the various needs of all the elements necessary to allocate into the system and software creations
b. Analysis Stage is to analyze the things needed in the implementation of the software manufacturing projects.
c. Design Translation stage of the analyzed data into a form that is easily understood by the user.
d. Coding Translation stage data or solving problems that have been designed keadalam particular programming language.
e. Testing It is a testing phase of software that was built.
f. Maintenance The final stage in which a software may have already completed the changes or additions as requested by the user.

4.2 Analysis

A. System Analysis

Systems analysis can be defined as the decomposition of a complete information system into its component parts in order to

identify and evaluate the problems, opportunities, barriers that occur and needs can be expected that the proposed improvements. Or more simply stated, is a systems analysis studies of existing systems in order to design a new system or updated. Phase analysis of this system is a very critical stage and very important, because of errors in this stage will cause an error also in the next stage. The main task of the system analyst in this phase is to find the weaknesses of the system running so that it can be proposed repairs.

B. Analisa Basis Data

Logical structure of the database can be described in a graph by using Entity Relationship Diagram (ERD). ERD is a relationship between entities in the system used to describe the relationship between entities or data structures and relationships between files. The main components of the formation of ERD Entity (entity) and Relation (relationship), so in this case is the ERD components entity set and relationship set further described through a number of attributes (properties) that describe the facts of the review system. The ERD of the system to be made are as follows:

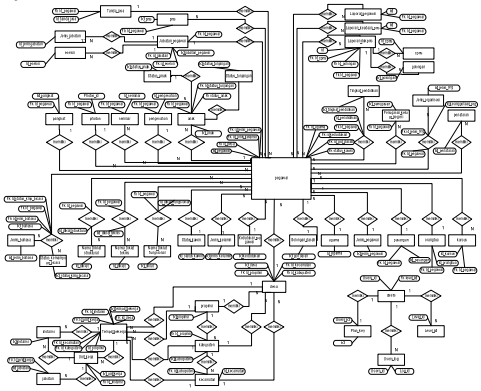


Figure 1 Entity Relationship Diagram (ERD)

C. Functional Needs Analysis

1. Context Diagram

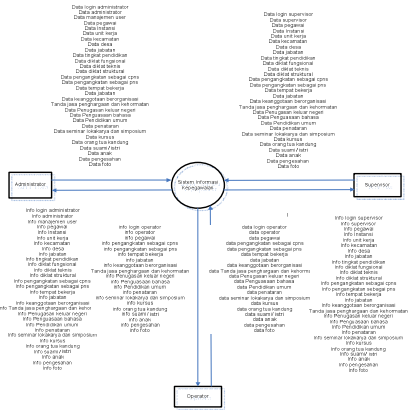


Figure 2 Context Diagram

1. DFD Level 1

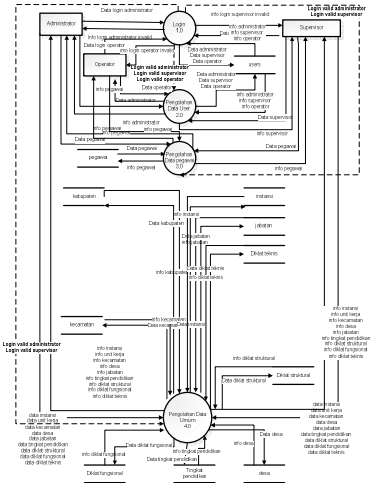


Figure 3 DFD level 1

2. Relations Scheme

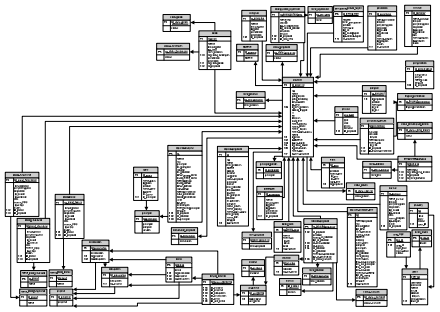


Figure 4 Relations Scheme

1.1 Design

A. Structure Menu Design

In designing a system is needed which contains the menu structure of menus and submenus that serves to facilitate the user

in using the system. Here are described on the menu structure in this system:

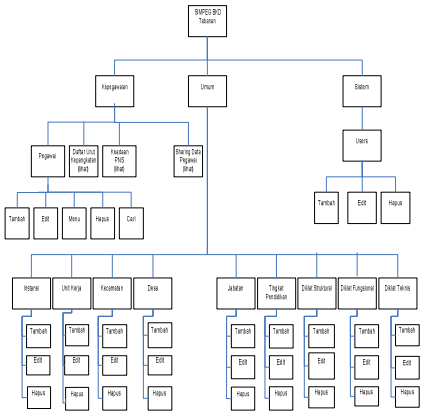


Figure 5 Administrator Structure Menu Design

B. Menu Home Design

The following are the design drawings main menu.

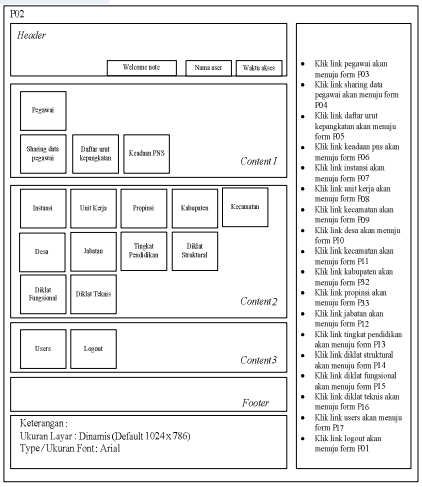


Figure 6 Design Menu Home

C. Design list of employees

Here is a list of design drawings employees

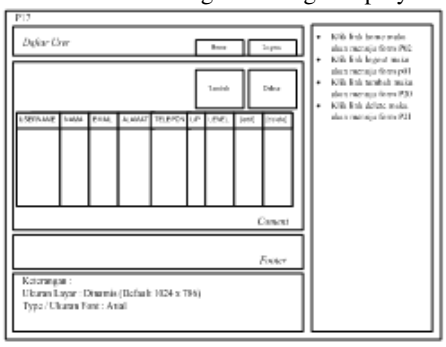


Figure 7 Design of list employees

Semantics Network Administrator

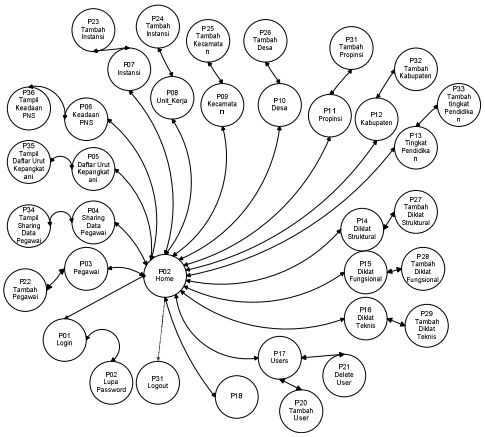


Figure 8 Semantics Network Administrator

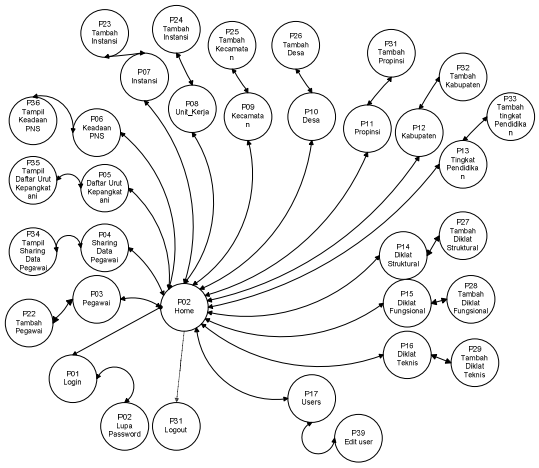


Figure 9 Semantics Network Supervisor

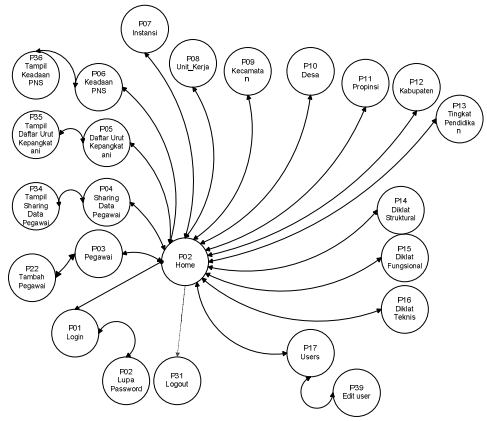


Figure 10 Semantics Network Operator

4.4 Implementation

At this stage will be implementation of the system built. This stage carried out after the analysis and design done, and then implemented at the programming language used.

A. System Implementation

The purpose is to confirm the implementation of the module design programs on the system actors so that the user can provide input to the system builder.

B. Hardware Implementation

Minimum requirements for hardware (hardware) needed to implement programs created system is a PC computer hardware is compatible with the specifications mentioned below. The higher specification computers used to run the system, the better. Minimum needs are:

a. Processor with 800MHz speed.

b. RAM with 128MB capacity.

c. 20GB harddisk capacity.

d. Lan Card.

e. Monitor size 14".

f. Keyboard.

g. Mouse.

C. Software Implementation

The software is installed on a computer system used to build this reporting system is as follows:

1. Windows XP Operating Systems

2. XAMPP for Webserver.

3. MySQL for database storage.

4. Macromedia Dreamweaver for writing program code.

D. Implementation Procedures and Data

The software used in the development of Human Resources Information System using Macromedia Dreamweaver and PHP.

E. Implementation of Database With MySQL

The first step in making this system which is making its database, as for the results generated by the MySQL database is as follows:

users	
PK	**user_id**
FK1	username password nama email alamat telepon jenis_kelamin level_id

Gambar 10 Tabel users

```
CREATE TABLE `user_levels` (
  `level_id` int(10) unsigned NOT NULL
auto_increment,
  `level` varchar(63) collate
latin1_general_ci NOT NULL default '',
  PRIMARY KEY  (`level_id`)
)  ENGINE=MyISAM  DEFAULT
CHARSET=latin1
COLLATE=latin1_general_ci
AUTO_INCREMENT=4 ;
```

2. Result And Discussion

From the analysis and design has been done, the results of the system that was built to look like the following view:

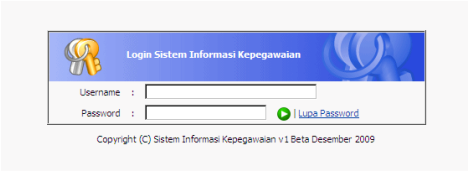


Figure 11 Login Page Sistem

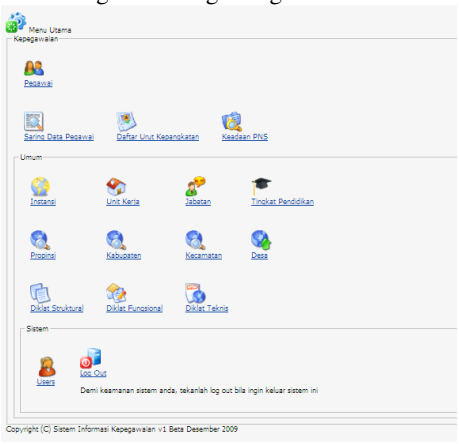


Figure 12 Home page

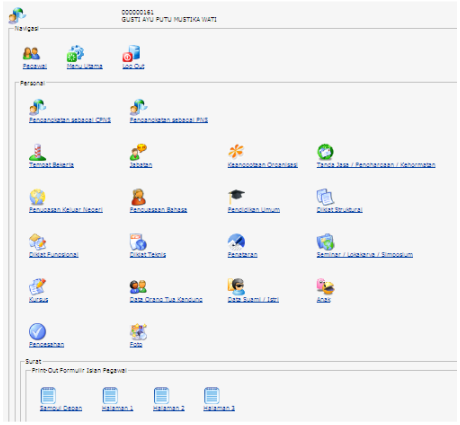


Figure 13 Page Menu Personal Staff

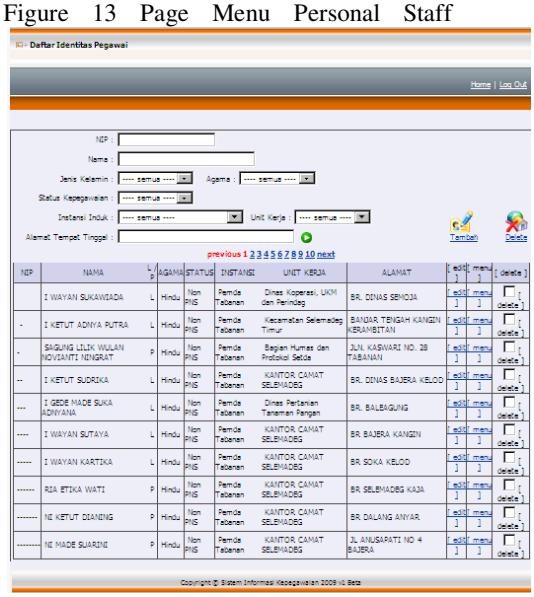


Figure 14. List Employee Form

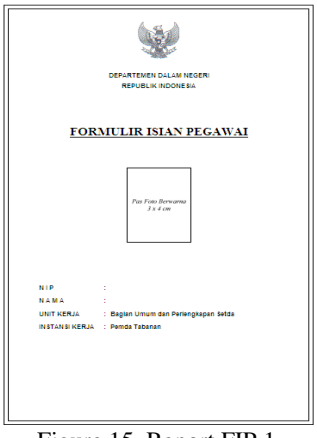
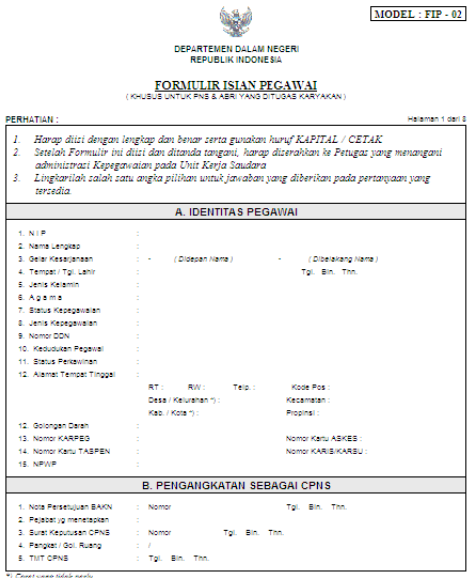


Figure 15. Report FIP 1



MODEL : FIP - 02

DEPARTEMEN DALAM NEGERI
REPUBLIK INDONESIA

FORMULIR ISIAN PEGAWAI
(KHUSUS UNTUK PNS & ABRI YANG DITUGASKARYAKAN)

PERHATIAN : Halaman 1 dari 8

1. Harap diisi dengan lengkap dan benar serta gunakan huruf KAPITAL / CETAK
2. Setelah Formulir ini diisi dan ditanda tangani, harap diserahkan ke Petugas yang menangani administrasi Kepegawaian pada Unit Kerja Saudara
3. Lingkarilah salah satu angka pilihan untuk jawaban yang diberikan pada pertanyaan yang tersedia.

A. IDENTITAS PEGAWAI

1. N I P :
2. Nama Lengkap :
3. Gelar Kesarjanaan : - (Didepan Nama) - (Dibelakang Nama)
4. Tempat / Tgl. Lahir : Tgl. Bln. Thn.
5. Jenis Kelamin :
6. A g a m a :
7. Status Kepegawaian :
8. Jenis Kepegawaian :
9. Nomor DDN :
10. Kedudukan Pegawai :
11. Status Perkawinan :
12. Alamat Tempat Tinggal : RT : RW : Telp. : Kode Pos :
Desa / Kelurahan *) : Kecamatan :
Kab. / Kota *) : Propinsi :
12. Golongan Darah :
13. Nomor KARPEG : Nomor Kartu ASKES :
14. Nomor Kartu TASPEN : Nomor KARIS/KARSU :
15. NPWP :

B. PENGANGKATAN SEBAGAI CPNS

1. Nota Persetujuan BAKN : Nomor Tgl. Bln. Thn.
2. Pejabat yg menetapkan :
3. Surat Keputusan CPNS : Nomor Tgl. Bln. Thn.
4. Pangkat / Gol. Ruang : /
5. TMT CPNS : Tgl. Bln. Thn.

*) Coret yang tidak perlu

Figure 16 Report FIP 2

3. KESIMPULAN DAN SARAN

3.1 Kesimpulan

The conclusion of the thesis entitled "Human Resources Management Information System to support web-based e-government development in the Regional Personnel Agency Tabanan Government" is as follows:

1. This system can provide a tool and allows the operators to conduct personnel management
2. This system can handle data input clerk in significant amounts
3. Digitizing the data better staffing.
4. This system can handle the printing of employment data
5. The contents of the personnel management system can be modified in accordance with the needs of employees

6.2 Suggestions

In the manufacture of Human Resources Management Information System is still much that can be developed, such as

1. Using Internet technology so that the Civil Service Management Information System can be used online and personnel management can be done not only from within the office intranet network connected but can be done anywhere, so that administrators, supervisors and operators can easily operate this system
2. This Information System is built using the MySQL database, but for a lot of data management suggested using Oracle database management system
3. Adding some new features such as charts to see the percentage of the number of employees so that this system is more interactive.
4. Increased Security website become the website for the standardization of data security precautions kepegawain as user infiltration using sql injection and others.
5. Using the handling of replicate database (back-up) which is intended to anticipate the existence of corrupted databases, the system is not working properly so that the data contained in the biased system saved Such advice can give a writer, hopefully these suggestions can be used as insert material which can be useful for writers in particular and generally to the public.

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