SYSTEM INFORMATION OF HUMAN RESOURCE MANAGEMENT PROJECT

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ABSTRACT

The problem is in the company is human resources processes including recruitment project assessment and control of leave digunaka method on resources information system project is the Analytical Hierarchy Process (AHP) and for the analysis of human resource management system project using a process troubleshooter management, analysis planning, organizing, controlling (POAC),

Results of tests performed on the information system of human resource management projects are built can be concluded that the system could help in determining the new employees according to occupational requirements, work assessment and management of employee leave.

Keywords : Recruitment of employees, performance appraisals, Information Systems Project Human Resource Management, Management of leave.

1. INTRODUCTION

Case Study Research Information System Human Resources Management project in the IT consulting company engaged in the research and development of software and beralamtkan in south Jakarta. The company is more focused on the mapping system with a team of IT professionals. The company has had quite a lot of experience, in its history the company has been working on various projects such as GIS Data processing oil and gas resources, GIS application development oil and gas resources, Prototype Application Development and Implementation of GIS, and another as his.

Based on the interview with Mr. Ade Putra Hadiyanto as Manager of HRD. The company has several projects each year, in 2016 there were 5 projects, including DBS Collection Mobile Tracking, Sea Production Information System Phase 2 PT. Tin, RFID Access Control System JTB PT. Triparta, Mapping PT. Nusan plantation Tara. For DBS Collection Mobile Tracking is done by 13 employees, RFID Access Control System JTB PT. Triparta done by 8 employees and Mapping PT. Nusan Tara plantation worked by 20 employees. Manager HRD realize that human resources at PT. Elixer Reka Digita is very limited, only has 31 permanent employees and 69 contract employees, but it's only in dedicated contract employees on specific projects.

Hiring managers need to recruit to get prospective new applicants and are required to find employees to fill vacancies is needed so that the project can proceed smoothly, but budget time employee recruitment can only be done 2 weeks and no later than 4 weeks, every applicant has 5 files that must be seen by the Manager of HRD and the total number of applicants ranging 50-80 applicants every era of the position announced, while selecting the data of applicants are many factors in comparing, among other factors the skills and work experience. it can mengakibat delays in a project that will be done and will result in the completion of the project schedule and even the possibility of failed projects undertaken. Because many factors that must be compared,

HRD Manager Mr. Son Hadiyanto who also became assessor performance of employees, there are problems in the assessment of employees. This happens because the lack of assessment methods are used in the process so that the employee performance appraisal ratings have only done based on estimates, the employees who actually do not have a good enough performance to get good value.

In the leave application process in PT. Elixer Reka Digita there are 6 types of leave such as annual leave of 12 days, maternity leave of 90 days, leave hospitalization, leave the wedding three days, sick leave three days and leave no one died 3 days, all leave other than maternity leave it detracts from annual leave. Hiring managers find it difficult to control the decision-making on furlough employees, in which the leave application process is problematic in the planning that has not been in accordance with the type of leave right decision.

Based on the problems that were outlined earlier, it needed an information system project management human resources that can provide assistance in the planning and implementation of the recruitment process performance appraisal and decision makers

for employee leave application in PT.Elixer Reka Digita.

The objectives to be achieved in building project management information system are:

1. Helping to select new employees according to occupational requirements.
2. Assist in the assessment of employee performance appraisal criteria.
3. Assist in planning, organizing and controlling employee leave application.

1.1 Research methods

The research methodology is a process used to solve a logical problem, which requires data to support the implementation of a study.

1. Identification of problems

The early stages of research, identify or recognize the problems - problems that exist in the human resource system project in PT. Elixer Reka Digita.

2. Formulation of the problem

The next stage of the formulation of the problem is that the facts and data in the field became apparent, in this study the formulation of the problem is how to build a management information system in the Project Human Resources PT. Elixer Reka Digita.

3. Data collection

The data collection techniques were performed in this study, as follows:

a. Interview
b. Observation.
c. Literature review
4. Problem analysis
5. Analysis of current procedures
6. Analysis deploying rules
7. Management information systems analysis
8. Data analysis
9. Analysis of Non-functional requirements
10. Functional Needs Analysis
11. planning System
12. Implemantasi System
13. testing Systems
14. Conclusions and recommendations

2. ISI RESEARCH

2.1 Theoretical basis

The theoretical basis is a collection of theories that are the basis for the development of Management Information Systems Human Resources at PT. Elixer Reka Digita. The following are various theories used in the study conducted.

2.1.1. Definition of Information Systems

The information system is a system within an organization reconcile the needs of daily transaction processing, support the operation, managerial and strategic activities of an organization and provide certain outside parties with the necessary reports. [1]

The information system is an organized association of data along with procedures for its use which covers more than just the presentation. The term menyir atkan a purpose to be achieved by selecting and organizing data as well as set up protocols penggunaanya.Keberhasilan an information system that is measured by mean pembuatanya depends on three main factors, namely: the harmony and the quality of data, organizing data, and procedures penggunaanya.untuk meet the demand for a particular use, the structure and workings of the different information systems on the air hanging sorts of purposes or demand to be met. An equation that stands out is an information system combining various data collected from various sources. To be able to combine data from different sources in such a transfer system (transformation) of data to be tergabungkan (compatible). Any size and any scope of an information system needs to have ketergabungan (compatibility) data is stored. [2]

2.1.2. Definition of management information system

Management Information System is a collection of system management or systems that provide information aimed at supporting operations management and decision-making in an organization. SIM tend to be associated with a computer-based information processing (computer processing base in formation) to consider what information to whom and when it should be served. [3]

2.1.3. Definition of Human Resources

Human resources (HR) is one very important factor in a company in addition to other factors such as capital. therefore, HR must be properly managed to improve the effectiveness and efficiency of the organization, as one of the functions in the company, known as human resource management (HRM).

Human resource management is often called the management of personnel by the authors defined differently. some of which are: Human resource management (HRM) may be defined as programs, policies, and practices for managing an organization's work force Another definition says:

Personnel management is planning, organizing, directing and monitoring the activities of procurement, development, compensation administration, integration, maintenance, and release of human resources in order to achieve objectives of the organization and the community. [4]

2.1.4. recruitment

According to Randall S.Schuler and Susan E.jackson (1997: 227) Recruitment among others include the search for a number of candidates who are qualified in a certain amount so that from their

company can select the most appropriate person to fill the job there. [6]

Another definition states that recruitment is a series of activities and luring applicants seeking employment with the motivation, abilities, skills and knowledge necessary to cover the deficiencies identified in the staffing plan. [5]

2.1.5. performance

Ability managerial employee performance is the quality and quantity is achieved by an employee in performing their duties in accordance with the responsibilities given to him. [6] As for performance indicators, namely:

1. Quality
2. Quantity
3. Duties
4. Responsible

2.1.6. definition Cuti

Cuti according to KBBI is leaving the job officially some time to rest and so on. Based on Law No. 13 of 2003 Article 79, paragraph (2), a worker is entitled to paid annual leave of at least 12 working days. This means that each employee has the right to leave from work during a particular time frame is known by both parties, both employees and companies. Workers unable to attend / perform the work due to an important reason. In Article 93 paragraph 4 of Law no.13 / 2003 on Manpower stated that the workers are entitled to vacation does not work due to obstacles and still be paid in full. There are several types of leave such as annual leave, sick leave, maternity leave / maternity leave, long service leave and leave for an important reason.

2.1.7. POAC (Planning Organizing Actuating Controlling)

Management is the achievement of the goals set in advance using other people's activities consisting of actions of planning (planning), organizing (organizing), agitation (actuating), and control (controlling). [7] The POAC management functions are as follows:



Figure 1 Manajamem POAC

d. Planning (planning) Represents activity associated with choosing alternative - the alternative, wisdom - wisdom, procedures - procedures, and program - the program as a form of efforts to achieve the goals to be achieved.
e. Organizing (organizing) Represents an action or activity combine all the potential of all parts within a group of persons or organizations to work together in order to achieve predetermined objectives together, either for personal or group goals and organization.
f. Implementation or application (actuating) Represents the implementation of planning and organizing, where all the components are in one system and one of the organization work together in accordance with their respective fields to be able to realize the goal.
g. Supervision (controlling) Represents controlling all activities of the process of planning, organizing and execution, whether all these activities provide an effective and efficient outcomes as well as valuable and effective.

2.1.8. AHP

According to Saaty in AHP method helps solve complex problems by structuring a hierarchy of criteria, stakeholders, results and by attracting a variety of considerations in order to develop a weight or priority. This method also combines the strength of feeling and logic are concerned on various issues, and then synthesize a variety of diverse considerations into results matched our estimate intuitively as presented on considerations that have been made. To make a decision 28 in an organized manner to produce a priority we need to elaborate on the decision in the following steps. [8].

2.1.9. Basic Principles AHP

In resolving the problems with AHP method, there are some basic principles that must be understood (Mulyono, 2004: 335-337):

1. decomposition

This principle is solving the problems intact into the elements to form a hierarchy of decision making process in which each element or elements are interconnected. If you want to get accurate results, the solution performed against the elements is not possible until further solution to obtain some level of existing problems.

The first level: The purpose of the decision (goal)
The second level: The criteria

2. The third level: Alternatives

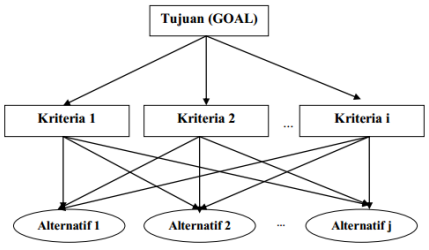


Figure 2 Hierarchy Keutusan AHP

3. comparative judgment

Preference scale with a scale of 1 indicates the lowest level to the highest scale of nine levels. To scale pairwise comparisons are presented in the following table:

Table 1 Pairwise Comparison Values Scale

The intensity of Interests	Information
1	Both elements are equally important
3	Elements that one a little bit more important than any other element
5	Elements which one is more important than other elements
7	One element absolutely clearly more important than other elements
9	The angle is absolutely essential element than other elements
2,4,6,8	Values between two values adjacent consideration

4. Synthesis of priority
5. logical consistency

2.1.10. Setting Priorities

In determining priorities by drafting a pairwise comparison is to compare all of the elements for each hierarchy If in a subsystem operation there are n elements of the operation ie A1, A2, ..., An then the result of the comparison of the elements of the operation will form a matrix A of size n × n as following:

	A_1	A_2	⋯	A_n
A_1	a_{11}	a_{12}	⋯	a_{1n}
A_2	a_{21}	a_{12}	⋯	a_{2n}
⋮	⋮	⋮	⋱	⋮
A_n	a_{n1}	a_{n2}	⋯	a_{mn}

Figure 3 Pairwise Comparison Matrix

Matrix An × n is a reciprocal matrix, which is assumed there are n elements of w1, w2,. , , , Wn that make up the comparison.

	A_1	A_2	⋯	A_n
A_1	$\frac{w_1}{w_1}$	$\frac{w_1}{w_2}$	⋯	$\frac{w_1}{w_n}$
A_2	$\frac{w_2}{w_1}$	$\frac{w_2}{w_2}$	⋯	$\frac{w_2}{w_n}$
⋮	⋮	⋮	⋱	⋮
A_n	$\frac{w_n}{w_1}$	$\frac{w_n}{w_2}$	⋯	$\frac{w_n}{w_n}$

Figure 3 is an element of interest Intensity Comparison Matrix Operations

1. The weight of each column j added together, the total value of the column is denoted by Sij.

$$S_{ij} = \sum_{i=1}^{n} a_{ij} \quad (2.1)$$

2. The value of each column divided by the total value of the column. The results of the division is denoted by Vij

$$V_{ij} = \frac{a_{ij}}{s_{ij}}$$

$$ij = 1,2,3,\dots,n \quad (2.2)$$

3. Furthermore, by calculating the vector of the relative priority of each criterion by averaging the weights have been normalized with line-I Priority criteria for all i is denoted by Pi.

$$P_i = \sum_{i=1}^{n} \frac{Q_i}{n} \quad (2.3)$$

2.1.11. Calculating Consistency Index

In the assessment matrix pairs often lead to small changes that cause changes in the value aij maximum eigenvalues. Eigenvalues maximum deviation is a change in the size of consistency.

$$CI = \frac{\lambda_{maks} - n}{n-1} \quad (2.4)$$

AHP measuring the consistency assessment using consistency ratio (CR) were formulated:

$$CR = \frac{CI}{RI} \quad (2.5)$$

A certain level of consistency which is required in determining the priority to get the best results. CR value ≤ 0.100 is consistent if not then need to be revised. Below is a table of random niai index:

Table 2 Random Value Index (RI)

Matrix size	Random Index (inconsistency)
1.2	0:00
3	0:58
4	0.90
5	1:12
6	1:24
7	1:32
8	1:41
9	1:45
10	1:49
11	1:51
12	1:48
13	1:56
14	1:57
15	1:59

2.1.12. Software

Software (software) support is needed in establishing this forecasting application system, because the system will be built this application requires some application programs used to generate a complete application program as required by the user. The application program used in the construction of this software is PHP and the MySQL DBMS

2.1.13. PHP

PHP is a programming language-based code (script) that is used to process the data and send it back to the web browser into HTML code.

By using PHP, in addition to providing benefits such as on some of the points above, is also supported by many communities. This makes PHP continues to grow. [9]

2.1.14. understanding MySQL

MySQL is a Relational Database Management System which is distributed for free under the General Public License License. Where everyone is free to use, but must not be derived products that are Closed Source or commercial. MySQL is actually a derivative of one of the main concepts in the database for a long time, namely SQL (Structur Query Language). SQL is a database operation concept, especially for the election or selection and data entry that allows the operation of the data is automatically done easily. The reliability of a database system (DBMS) can be known of the workings of its optimizer in the process of SQL commands, which are created by the user as well as programs other application as a database server in the query data. This proved to queries made by a single user, the speed of MySQL query can be ten times faster. [10]

2.1.15. Data Flow Diagrams

Data flow diagram is a graph explaining a system using the forms and symbols to describe the early flow of data from processes that are interrelated. Data flow diagrams are one of the modeling tool that is often used, especially when the functions of the system is part of a more important and complex than the data manipulated by the system.

2.1.16. Entity Relationship Diagram

ERD is a conceptual model that describes the relationship between storage. ERD used to model data structures and relationships between data. With ERD, the model can be tested by ignoring processes. ERD was first described by Peter Chen made as part of a software CASE. Component - ERD components included in, among others, are [10]:

2.2. Problem analysis

Based on the results of interviews have been conducted with Mr. Ade Putra Hadiyanto as Manager of HRD PT. Elixer Reka Digita stated that today the company still has some constraints as follows:

1. In the process of recruitment Manager HRD states need to recruit new applicants received and are required to find employees to fill vacancies is needed so that the project can proceed smoothly.
2. Hiring managers had difficulty in the assessment of employees because of the lack of assessment methods used in the performance appraisal process so that an assessment has been carried out based on an estimate only.
3. Hiring managers find it difficult to control the decision-making on furlough employees, in which the leave application process is problematic in the planning that has not been in accordance with the type of leave right decision.

2.3. Employee Performance Assessment Analysis

Analysis of the performance appraisal is divided into two performance appraisal for permanent employees and contract employees. Performance appraisals are conducted to permanent employees and 6 months to 3 months contract employees. The results of the performance appraisal form of employee data as sequence of best employees until the employees should be given training. Employee performance appraisal is still being done to Promote and give bonuses to employees who are exemplary and supervision to employees who have less than satisfactory ratings. Contract employee performance assessment carried out for a contract extension status memenetukan employee if the employee contract period is up, and performance assessment is done to determine hiring ketetap contract.

Table 3 Results of Employee Performance Appraisal

No.	Value	Information
1	1	Getting the Salary Increase and promotion
2	2-5	Getting additional incentive bonuses and promotions
3	6-10	Get a bonus incentive
...	...	training
n-10-n	n-10-n	Training and the supervision of HRD Manager

At this stage will be the determination of the criteria and sub-criteria and their weights of each - masingnya and specify the time or the period of assessment. Before assessing employee performance, Conduct an analysis of existing criteria and sub-criteria yan employee performance appraisal process can be seen in Table 4 below.

Table 4 Analysis Criteria and Sub Criteria Rating

No.	**Criteria**	**Code**	**sub criteria**	**Code**
1	Technical skills	KT	Stability in charge	KT1
			Speed in charge	KT2
			Craft	KT3
2	Discipline	D	Presence	D1
			Appearance	D2
			Cleanliness	D3
3	Work attitude	SK	Understanding and control of work	SK1
			Work motivation	SK2
			cooperation	SK3
			Self-development	SK4

4	Problem solving	PM	Decision-making	PM1
			Priority	PM2
			Communication Capabilities	PM3

Based on the analysis contained in table 4 of the hierarchy can be created as the picture 4



Figure 4 Hierarchy of Criteria and Sub Criteria Rating

Results of the final priority setting in the can of formula priority criterion value multiplied by the value of the priority sub-criteria can be seen in the table

Table 5 List of Tables Priority Values

No.	Criteria	sub criteria	Priority Values	Priority Value End
1	Technical skills	Stability in charge	2:25 * 6:00	13:50
		Speed in charge	2:25 * 2:20	4.95
		Craft	2:25 * 0:22	0:50
2	Discipline	Presence	0:30 * 6:00	1.80
		Appearance	0:30 * 2:20	0.66
		Cleanliness	0:30 * 0:22	0:07
3	Work attitude	Understanding and control of work	5:06 * 4:51	22.82
		Work motivation	5:06 * 3:40	17:20
		cooperation	5:06 * 1:33	6.73
		Self-development	5:06 * 0:16	0.81
4	Problem solving	Decision-making	0.96 * 6:00	5.76
		Priority	0.96 * 0:30	0:29
		Communication Capabilities	0.96 * 2:02	1.94

The guidelines for the performance appraisal conducted by the HRD Manager can be seen in the table

Table 6 Employee Performance Appraisal

No.	Value	Information
1	0-20	Performance is not Satisfy
2	21-40	Less Performance Satisfactory
3	41-60	Simply Excellent Performance
4	61-80	Performance Well Done
5	81-100	Performance is done very Good

2.3.1. The analysis of Human Resources

Analysis of human resource management using POAC cycle (Planning, Organizing, Actuating, Controlling). Analysis POAC (Planning, Organizing, Actuating, Controlling) is a follow up of the analysis of the current system. The following system of human resource management information can be seen as follows:

2.3.2. Analysis Analysis Recruitment management

Table 7 Analysis of management Recruitment

Planning	Organizing	actuating	controlling
1. Planning and monitoring of employees based on the number of employees dibutuhkan	1. Inspection and pengorganisasaian Applicants who already qualified positions	1. Implementation of hiring employees who have been in conformity with the terms of office 2. Determining the value of Applicants	1. Examination of the results of recruitment on the terms of the values obtained 2. Signatories to letters of intent

Analysis POAC recruitment process in the human resources information system in PT. Elixer Reka Digita recruitment carried out by monitoring and determination of the number of employees and employees AKN criteria used as a basis as the terms of office.

1. **Planning (planning)**
   Planning recruitment process will be conducted based on the monitoring and determination of the amount and the criteria for employees. Recruitment will be carried out for the needs of new workers for the post of the programmer. Based on interviews with HR Manager Acceptance of new employees have some criteria and weighting for each criteria include formal education criteria, the criteria of non-formal education, language skills, writing skills, accomplishments and employment history. This plan will be carried out the process of determining the values and criteria.
2. **Organizing (organization)**
   Organizing criteria - criteria that have been tailored to fit the planning process (planning). This stage is the process of checking and organizing of the applicants had qualified positions and who are not eligible positions.
3. **Actuating (Implementation)**
   The implementation stage is the stage where does the process of recruitment that has been planned and are in accordance with the terms of office programmer. The next stage is the HR Manager will determine nlai Applicants.
4. **Controlling (Monitoring)**
   Phase Control (controlling) made after the planning, organizing, and execution has completed the final phase of recruitment is recruitment examination results based on the value that has been obtained by the applicant or applicants will be used for ranking the programmer.

2.4. Employee Performance Appraisal Management Analysis

Table 8 Analysis of Employee Performance Appraisal Management

Planning	Organizing	actuating	controlling
1. Planning performance appraisal time employees and contracts 2. Planning the provision of promotion, demotion of position, contact extension and hiring contract ketetap	1. Mengorganisasian time work assessment 2. Organizing employees who will receive jabtan promotion, demotion of position, contract extension and contract employees pengankatan ketetap	1. Implementation of employee performance assessment 2. Taking the decision to promisi office, demotion jabata, contact extension and hiring contract ketetap	1. Inspect or supervise the performance appraisal is being dilakasanakan 2. Evaluating employee performance appraisal results, making improvements to the planning if necessary.

Employee performance appraisals for employees continue to be used for decision making promotions, demotions. Employee performance appraisals for employees of contract used for decision making in the employment contract that the employee will diperpajang or be appointed as permanent employees.

2.5. Analysis Control Management Cuti

Analysis POAC employee leave control in the information system of human resource management project in PT. Elixer Reka Digita is as follows:

Table 9 Analysis Control Management Cuti

Planning	Organizing	actuating	controlling
Determine the types, the criteria for leave and time off.	Planning Pengorganasian kinds of leave whether it is appropriate or not along time	The employees take leave of his following will be approved by the Manager of the Division by looking at the type of leave and time off in the proposed	Studying and evaluating the results of control off and control all activities so that no distorted

1. **Planing (Planning)**
   At this planning stage is the stage where the HR Manager will determine the type of leave would apply to PT. Elixer Reka Digita along with the time period of such leave.
2. **Organizing (Organizing)**
   At this stage is the stage of checking or organizing the leave application filed by the employee, the organization include the type - the type of leave and their time is to meet the rules at PT. Elixer Reka Digita or not. Manager of the division that will be responsible at this stage is going to approve the leave application. And leave application must pass HR Manager before approved by the Manager of the Division.
3. **Actuating (Implementation)**
   This stage is the stage of implementation that employees can take time off based on the type of leave that have been defined at the planning stage. Employees who want to apply for leave of absence will first decide which type of leave to be taken. HR Manager will see that there are and the leave application will be approved by the Manager of the Division based on rules defined in the PT. Reka Elixeer Digita. If not in accordance with the rules of the leave application will not be accepted.
4. **Controlling (Monitoring)**
   Supervision and monitoring of employee leave performed by the Manager of HRD. HR Manager will see how many who ask leave of absence in the same division, and see the rest of the time off from each - each employee. Employees who exceed the limit sabbatical leave, a request will be rejected, and the Manager of the Division in conducting approval is entitled to reschedule leave for employees who are deemed necessary in the operation of the company.

2.6. Data analysis

Data analysis aims to analyze the data that will be implemented in the system. Where dalah stages of data analysis will be carried out an analysis of the data necessary for the system to run properly in accordance with the needs of its users.

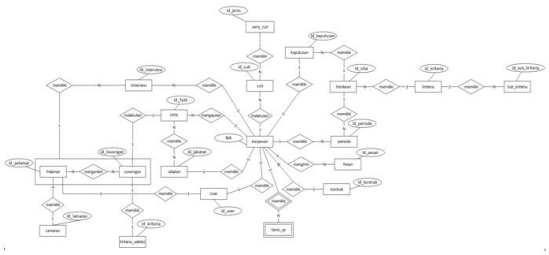


Figure 5 Analysis Entity Relationship Diagram (ERD)

2.7. diagram Context

Context diagram is a diagram that describes the system sederhanayang first outline. Diagram context is also a data flow diagram (Data Flow Diagram) to the top level (Top Level). Diagram context of the information system of human resource management project in PT. Elixer Reka Digita

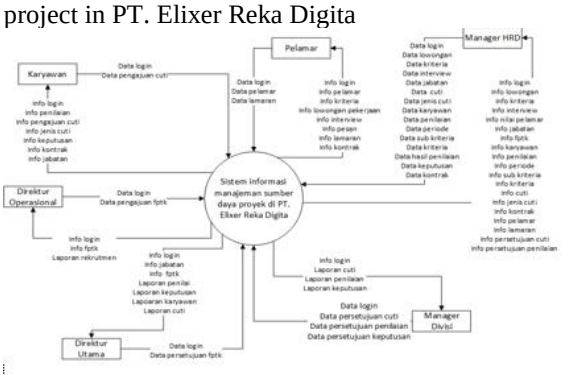


Figure 6 Diagram Context

2.8. Data Flow Diagram (DFD)

Data Flow Diagram is a graphical representation illustrating the flow of information and transform information that is applied as the data flows from the input (input) and output (output)

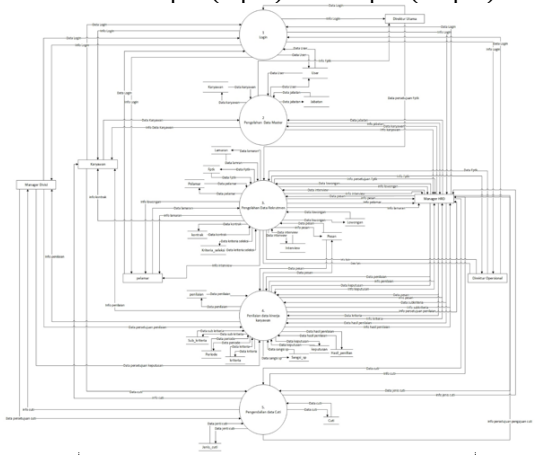


Figure 7 DFD Level 1

2.9. table Relationships

In data modeling, entity presented with a table of existing entities in the ER diagram is written with the framework of the table containing the attributes - attributes that are called by the relation scheme. Manufacture entity tables are always guided by the provisions - provisions about how drafting table. So that would be obtained susuanan entity table is a table that is free from any data.



Figure 8 Table Relationships

2.10. Menu Structure Design

The design of the menu structure consists of menus and submenus that functions facilitate users in using the system. The menu structure in the information system of human resource management project in PT. Elixer Reka Digita, which is as follows:

1. Menu structure Main Direktu

Menu Structure Director is a menu that can be accessed by the Director of the Information Systems Project Human Resource Management in PT.Elixer Reka Digita.



Figure 9 Menu Structure Director

2.11. designing Interfaces

Interface design is a design that describes the entire state of the interface in the system and made to describe the look of the program that will be used by the user.

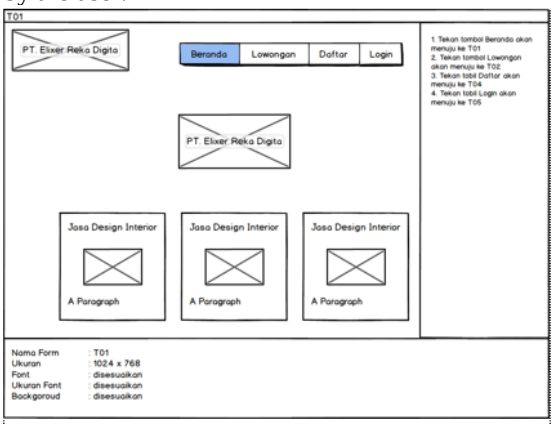


Figure 9 Design Interface Login

2.12. Semantic network

Describes the semantic network connectivity from the navigation menu from one page to another page. Connectedness of navigation on every menu of the system can be seen, which is as follows:

1. Applicants Semantic Network

Semantic Network for Applicants

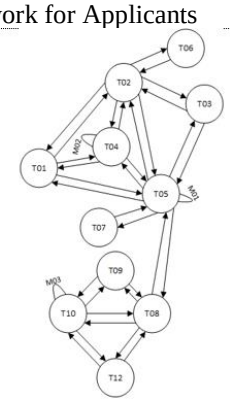


Figure 10 Semantic Networks Applicants

2.13. Procedural Design

The design uses procedural flowchart is a diagram symbols - symbols that mereperesentasikan process of software with different types of operations. Flowchat management information

systems Human Resources PT. Elixer Reka Digita is as follows:

1. Procedural Design Login

Login procedure is a procedure that is done when the user will be entered into the system's main page, the user is, Direktu, Director of Operations, Division Manager, employees, HR Manager, Applicant.

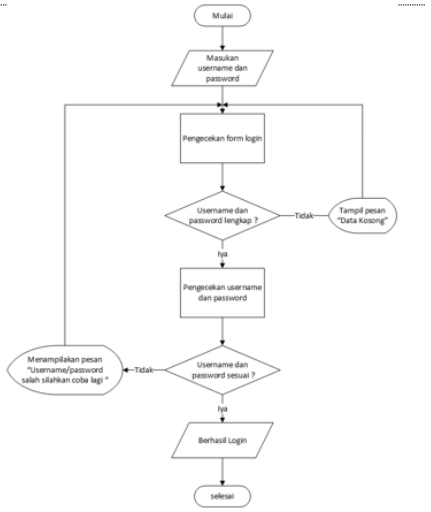


Figure 11 Procedural Login

2.14. Testing Systems

Testing the system aims to find errors or deficiencies in the software being tested. Tests conducted to determine whether the system established meets the criteria in accordance with the purpose of designing the software.

2.15. Scenario Testing User Acceptance Test (UAT)

The purpose of the testing User Acceptance Test (UAT) is to confirm that the system is in the testing can meet the business needs to provide assurance that the test system is working properly and can be used before it was officially to end users. End user testing is done to HRD Manager, Division Manager, Managing Director and Director of Operations which is the user with the help of a team of testers.

2.16. User Acceptance Testing Scenarios

In this test, the software will be handed over to the user to know whether the software has met the expectations of users and works as expected. Users will conduct an assessment of the system using interviews addressed to HRD Manager, Division Manager, Director of Operations, Director of which will serve as the management information system software human resources project in PT. Elixer Reka Digita.

3 COVER

This section describes the conclusions which contains the results obtained after the analysis, design and implementation of software design were built and have been developed as well as suggestions that will provide important records and possible improvements that need to be done for the development of the software.

3.1. Conclusion

Based on the results obtained in this thesis it is concluded that the information system for human resource management in PT.elixer Reka Digita project can take the following conclusion:

1. Resource management information system that built this project can help the company that is hiring managers in the recruitment of employees directly.
2. Resource management information system project, which built it can help the company that is hiring managers in making judgments based on criteria according to the company.
3. The information system of human resource management are built this project can help the company that is hiring managers and division managers in controlling employee leave, decisions or approval of employee leave.

3.1. Suggestion

Based on the results that have been achieved in building information systems project management of human resources at PT. Elixer Reka Digita still has shortcomings, is expected in the future can be developed more widely and include data on the financial and other fields so that it is possible to synchronize the data, so as to facilitate the PT.Elixer Reka Digita managing company.

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