HUMAN RESOURCE MANAGEMENT OF INFORMATION SYSTEM ON CV. DHARRUL

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ABSTRACT

CV. JKL is a company that works on public goods and services. The products and services that offers by its are a rental of party decoration, Catering, park decoration, a documentation service, and sound system equipments. CV. JKL has existed since 1996, then until this time it has 81 employees.

Based on an interview to its General Manager, Lilis Emawati, a problem demanding in choosing the criteria for employee candidates under the framework agreement the company. In addition , and it has become difficult also occurred in the decision making process tens of thousands of workers which will receive position promotion, out cash bonuses and dismissal of the best work inside the box. There are administrative difficulty in caused by evaluation carried out by the work be done solely based on the perception of also personal policy as a result of a boss who is it was not clear. The absence of monitoring over the withdrawal of funds to take day off and hang it up and retire to cause to the general manager and it has become difficult in deciding on any proposition leave permission and he knows tens of thousands of workers who have retired. Regarding the methods that can sometimes applied to the process evaluate the working performance of tens of thousands of workers is the method ahp .This method is a method of decision by using of weights and a certain priority[1]

Based on the blackbox and testing the ultimate user in the company, we can conclude that the system is enough to help the company in this matter of employee candidates, position promotion, the bonuses and dismissal of working them through performance evaluation, and leave the pension and monitoring.

Keyword: Human resource management, AHP Method, POAC Model, Management Information System, Supporting Recruitment System

1. INTRODUCTION

CV. JKL is a company that works on public goods and services. The products and services that offers by its are a rental of party decoration, Catering, park decoration, a documentation service, and sound system equipments. CV. JKL has existed since 1996, then until this time it has 81 employees.

Based on interviews with the General Manajer, CV. JKL the index points to some of problems that emerged in the management of human resources which are needed and those after the existence of the recruitment. The recruitment weak or is unable himself a periodical, in accordance with their needs the company. When that happens to the vacancy of the or need to spend of new job quality of human capital are it will be done tax revenues in were lower procedure for a new entry worker. Problems that had occurred the recruitment that do not resolve has had an impact on the criteria used to tens of thousands of workers that had been obtained by. This was caused by emptive strike because the company need tens of thousands of workers in the immediate future to fill in the blanks officials could lose their positions that disregarded the criteria that were supposed to be emphasised in the program promised to supply the educational background of, and the acts of your previous job. An example of this was emphasised in the program, because it will impact on the quality of of employee performance.

The evaluation process performance employees at CV.JKL be started a year 4 times or periodically 3 months. Performance evaluation of permanent workers used to determine the the bonuses, position promotion and even dismissal of work. But, it was quite difficult to the process performance evaluation workers who are inappropriate and it is doubtful the results. Based on interviews with the lilis emawati as general manager CV. JKL said blame often occur is already set out in the performance assessment is based on the perception that only a policy also personal. The evaluation of the performance of an obscure to an employee in the calculation of the bonuses , position promotion and even the work. It often generates social jealousy, employees who has strong ties to president director of must be assessed as being better without seeing the rules that has been set. In addition employee who have close relations with public administration staff absentee can change so that at the time of evaluation has retained its good value. Although we are here as the director and general manager rarely are on the but there is only one who reports, which make it difficult for thing for us because they do not have evidence that the employees whose estate breaking the rule.

Based on the problems have shown above , so will be made information systems management of human resources in CV. JKL hoping to help CV.

JKL in managing human resources his company well. Where the goals of making the system is:

a. Help the general manager in determining the criteria of employee candidates under the framework agreement the company.
b. Helps the director of main display location inside the to make any decision regarding position promotion, the bonuses, and dismissal of the work based on the evaluation by of employee performance.

2. CONTENTS RESEARCH

2.1 System

A collection of element connect to achieve a particular aim called with the system. Then the system describe events and unified real like a, objects, and those who was definitely and occurring.

2.2 Information

Information is a collection of the data that has been processed into a which means placed on recipients[2]. Data describe an event that was going on, where the data will be processed and applied in systems to input useful in a system[3]. Without any information, a system will not run smoothly and finally dead. An organization in the absence of any information so organization that could not be operating. Thus the information without data will not be information complete, and organization require the information accurate.

2.3 Management Information System

An integrated information system for the management of is a system which able to support in made a decision that will just resulted in a information useful in a central organization[3] . An integrated information system for the management of can be a a system based on a computer that used for serving information to support the operation of, in connection with the management, and decision making are done in an organization. Usually SIM yield information to always monitors the performance of, charged with the care of it is evident that coordination, and providing information for the operations of an organization.

2.4 POAC Cycle

Planning, organizing, actuatung, controlling and common in the short with POAC said a viable model commonly used in management. POAC itself is 4 each other basic management function on a more sustainable path.[5]

1. Planning

Is the activity of selecting the facts and menentukkan assumptions dikemudian days and mengambarkan activities that would be achieved.

2. Organizing

Step in preparing a goal by placing people employees to an activity and showing authority to everyone by the objective to be achieved.

As for basic in organizing is as follows , namely:

1. Objectivity
2. Responsibility
3. Employement
4. Authority

3. Actuating

Attempt to stir up or encourage all members of a group in order that people may had wanted to take to and will try to so hard to accomplish a purpose by as well as to my righteousness my rightness above the other in layers with the planning and effort the organizing of the signed by the relevant the leaders of various.

4. Controlling

Was the control of planning, organizing and actuating are all activities are already operating in accordance with the procedures if not in accordance with the procedures will be repaired so the procedure to be achieved with should.

2.5 Analytical Hierarchy Process Method (AHP)

A method of analytical these common hierarchy (AHP) further study is by thomas L.Saaty, was a an expert on a child mathematical. A method of AHP have more concept with made a choice based on effective for all the trouble it is more complicated it by simplifying debts and expedite the decision making process by resolving these problems a panorama of the sub-sub and how to do a part or the variables in an arrangement of a hierarchy, give a numerical value on the subjective considerations of about the importance of each division of the families variable and mensintetis dependent variable for which a capable of making their own top priority and take action to affects the bottom line.

The AHP use matrix which will be producing a value where the value of would be weights. The weight will be compared with weights to determine which other more important weight that one other with weights in order to determine how important the purpose to achieve by criteria. By looking at table 1.[7]

Table 1. The base of the extent of the interest

Extent of the interest	Description
1	Same
3	One more important with weights other.
5	A little bit more important than a weight that the three and contacting other.
7	One that the weight of relative worth of a weight that the three and contacting other.
9	The angle that the weight of absolute important than that the weight of the three and contacting other.

2,4,6,8	Vehicles weighing between two values adjacent consideration.

When comparing weight one with weights other free one with weights other. At the time compare would lead to it konsistensian and having been demonstrated that the consistency in matrik performs the order n gained by formula :

CI = (λ maks - n) / (n – 1) (1)

Eigen obtained from the addition the results of times with a total columns at eigen vector. It konsistensian calculated use of the ratio the consistency of (cr), comparison index the consistency of (ci) use the power station random (ri). The results obtained from the order matrik n. As for the formula the ratio consistency is as follows :

CR = CI / RI (2)

If after the event was done fees for civil servant employees and value of cr value is smaller than the 10 % in putting forth their opinions inconsistency is still could be accepted.

n	1	2	3	4	5	6	7	8
RI	0,00	0,00	0,58	0,90	1,12	1,24	1,32	1,41

n	9	10	11	12	13	14	15
RI	1,45	1,49	1,51	1,48	1,56	1,57	1,59

2.6 Management analysis of human resources in CV. JKL

An analysis of the management of human resources in CV. JKL. Will use the model is depicted with POAC (planning, organizing, actuating, controlling). The following explanation of pictures poac model.



Picture 1. Model POAC

Phases of a model poac on a SIM human resources which are needed can be explained as follows:

2.7 Analysis Recruitment & Selection Employees

1. Planning

The phase that was carried out by the general manager at fulltime to swap shirts and ascertaining the quantity of its employees and a tenure for which the blankly at a company to pt bukit asam president director.

2. Organizing

Organizing criteria which had been made to adapted to the planning process. This stage namely the investigation and organizing of a candidate the employee who has been qualified office and who do not qualified office in accordance with sop to companies.At this stage general manager already have 3 people employee candidates and will check whether is in line with sop and jobdesk that will employee candidates the listed.

Table 2. Employee Candidates

No	Name Candidates
1	Rizal Prakarsa
2	St. Sherra
3	Devi Susanto

As for requirements that must be fulfilled by 3 employee candidates to enroll as staff public administration.

Table 3. Office staff administasi common requirements

Job	Requirement
Administasi General Staff	1. Man/Women max age 25 years.
	3. Education min SMU/A/K – D3 All Departement
	4. Able to operate computer
	5. Attractive

Their investigation into the 3 employee candidates that will be registered had himself sworn in as staff the administration of general who was carried out by the general manager can be seen in table 4.

Table 4 Results employee candidates

Name Candidates	J. K	Last Educational	Operate Computer	Appearance	Result
Rizal Prakarsa	L	SMA	Cukup	Good	Okay
St. Sherra	P	SMA	Good	Good	Okay
Devi Susanto	P	SMK	Good	Good	Okay

From the point of view from table 4 which then of the 3 candidates would have no trouble employee who will enroll as staff the administration of general it is been appropriate with the sop and jobdesk on corporations.

3. Actuating

At this stage, general manager started doing recruitment and selection criteria on the type of an employee on the basis of that had been planned beforehand.

Table 5. Final value employee candidates

Name	Criteria

	P. Formal	P. Non-formal	SKKB	Achievement	R.P	Writing Test	Interview	NA
Rizal Prakarsa	1	1	4	3	1	80	78	168
St. Sherra	1	2	4	2	3	75	79	166
Devi Susanto	1	2	4	1	1	86	78	173

4. Controlling

The stages of supervision (controlling) will be done after fine tune the program design, the organizing of the, and the implementation of disbursements had been completed the last stage of the receipt of the tens of thousands of workers is the examination of the outcome of an employee on the basis the value of that has been these chareges in the future by a suitor or an aspirant or tens of thousands of workers staff the administration of common will be used to perangkingan, but as for a result is obtained and can be seen in table 6.

Table 6. Based on the decision made employee candidates

Public Administration Staff Employee Candidates	Result	Decision
Rizal Prakarsa	168	Not Accepted
St. Sherra	166	Not Accepted
Devi Susanto	173	Accepted

A decision which was made number of employees of funds provided for the was carried out by the general manager based on to the vacancy of the the lie to him and come up with an alternative a member of local 3 employee candidates are those that have followed administration test in terms of trends, writing tests and tests the objective of the interview which embeds in it values the end of the highest and the devi susanto, if there was a similarity in the final result of the, so the elections will be is conducted by seeing return to the acts of they would be conducted and jobdesk.

2.8 Analysis evaluation work employees

1. Planning

Is the planning stages before evaluation work done. At this stage, general manager will determine kriteria-kriteria some sub type to conduct an evaluation work. Evaluation work done every 3 months.

Can also the criteria used to together as well as those subkriteria evaluation carried out by the work can be seen for instance from the the table below:

Table 7. Criteria & subcriteria evaluation work employees

No.	Kriteria	Subkriteria	Kode
1.	Assessment of work	The line of duty professionally, careful, quick and zero mistake.	PP1
		Obey and run all policy appropriate with the SOP	PP2
		The manner of dress	PP3
2.	Work attitude	Motivation	SK1
		Priority	SK2
		Communication and Cooperation	SK3
3.	Personality	Honesty	K1
		Responsibility	K2
		Disciplined	K3
		Leadership	K4
		Attendance	K5
4.	Work relation	To the superior	HK1
		To his one office	HK2
		To subordinate	HK3

2. Organizing

Is stage organizing the result of the determination of priority each criteria that was done on stage before. The following the results of the determination of priority in the form of value :

Table 8. List of values priority given to subkriteria

No.	Kriteria	Kode	Nilai Priorit as	Nilai dalam bilangan bulat
1.	Assessment of work	PP1	0.633	633
		PP2	0.260	260
		PP3	0.107	107
2.	Work attitude	SK1	0.504	504
		SK2	0.390	390
		SK3	0.107	107
3.	Personality	K1	0.472	472
		K2	0.276	276
		K3	0.136	136
		K4	0.062	62
		K5	0.062	62
4.	Work relation	HK1	0.630	630
		HK2	0.210	210
		HK3	0.160	160

3. Actuating

Is the implementation stage performance evaluation on employees. Evaluation is carried out by providing an employee on the basis of value on the criteria which had been determined. The evaluation can be had an impact on their position promotion, the bonuses and dismissal of work.Is the implementation stage performance evaluation on employees. Evaluation is carried out by providing an employee on the basis of value on the criteria which had been determined. The evaluation can be had an impact on their position promotion, the bonuses and dismissal of work.

Table 9. Table evaluation employees

Karyawan / Kriteria	A	B	C
Assessment of work			
The line of duty professionally, careful, quick and zero mistake.	53805	51906	49374
Obey and run all policy appropriate with the SOP	21580	20540	23140
The manner of dress	8560	8560	8988

Work attitude			
Motivation	41328	42840	43344
Priority	30420	30030	31980
Communication and Cooperation	9416	8988	8560
Personality			
Honesty	37760	37760	37760
Responsibility	24012	24288	20424
Disciplined	11832	10744	10472
Leadership	4650	5146	4030
Attendance	4960	5270	4650
Work relation			
To the superior	50400	50400	50400
To his one office	16800	16800	16800
To subordinate	12800	12800	12800
Nilai Akhir	328323	326072	322722

Here is the result perangkingan evaluation work employees:

Table 10. The evaluation of employees

No	Nama	Nilai Akhir
1	**Hendryana Sugianto**	**328323**
2	Ratnaningsih	326072
3	Khairunnisa Anwar	322722

4. Controlling

Is the examination evaluation work done. Is it in accordance with the provisions of the company at the planning, general manager has been planning criteria and subkriterianya to assess performance employees. If it turns out these criteria contrary to the company general manager need to make the planning repeated.

From the table 10 hendryana sugianto. Scoring the end of the highest and the lowest 328323, ratnaningsih both the 326072 the data can be used as one consideration to determine employee who get promotion and a bonus while khairunnisa anwar in the third 3 can be used as one consideration for dismissal of work if there is a violation even the adverse company.

a. Position promotion

Position promotion is the displacement of the officials could lose their positions tens of thousands of workers from every position previous to a high position accompanied it with yells of responsibilities and a still better and greater from every position compared to a previous low.

The position promotion undertaken in accordance with the evaluation with the highest number of recipients were adapted to the company. In table 10 can be seen 1 to 3 rank of staff for the office of administration is hendryana sugianto, ratnaningsih, and khairunnisa anwar. If the company will just leave you position promotion on the 1, so hendryana sugianto. Will be promoted to a high position it and if 2 men so ratnaningsih will also be promoted.

b. The bonuses

The bonuses made in accordance with the evaluation with the highest number of recipients were adapted to the company. In table 10 can be seen 1 to 3 rank of staff for the office of administration is hendryana sugianto, ratnaningsih, and khairunnisa anwar. If the company will just leave you with a bonus in the 1, so hendryana sugianto. Will receive a bonus it and if 2 men so ratnaningsih will also receive the same bonus.

c. **The dismissal of work**

The dismissal of the work it is conducted in accordance by taking into account the the results of the evaluation with the lowest value and a report on the recognize and know my transgression on the great commission nor prohibition sp which were received by. Based on table 10 khairunnisa anwar the special regional having the value of the evaluation carried out by the lowest, and if owned a record of the recognize and know my transgression / had actually received sp it means the situation is are under consideration to office they will be fired.

2.9 Analysis leave employees

1. Planning

Is the planning stages kind of leave and the time. At this stage, general manager will determine the types of leave in effect in company, as for the types of on leave on company CV. JKL can be seen in table 11.

Table 11. Type Furlough

Type Furlough	Time	Description
Annual Leave	12 Days	Each employee eligible for 12 days in a year or leave can be taken 1 day each month.
Sick Leave	Adjusted to the time of breaks on letter from doctor	Of every employee regions have to also include medical certificate of the baby when will get sick leave a .
Maternity Leave	3 Month	Every female employees will be entitled to receive a leave of absence 1.5 the three months prior to it is time gives birth to a child until 1.5 months after giving birth as she sent
Family Emergency Leave	Adapted to an important reason : • Employees married given furlough for 3 days • Employees marry his son given furlough over two days • Given time khitan employees 2 months leave from his son • Employees baptis his son given time months leave from 2 days • Wife delivery / suffer a miscarriage	Of every employee that has necessary demands whenever the occasion with an important reason be granted a hak on leave of absence in the limited time the lord has allotted and .If regular leave higher than the stipulated price , would hold up progress on annual leave .

	the womb given furlough two days • Husband / wife, of parents / mother-in-law, children or son-in-law died given furlough two days • Family members in one house died given time months leave from day 1	
Public Leave	facultative	Of every employee has the right to submit common leaves for has been written in the central exactly how the government plans But public leave having the nature of fakulatif that is dependent to a company and employees in accordance with the agreement that has been in for companies and in agree on by an employee who works on the spot.

2. Oraganizing

Is stage organizing / check the types of leave already choose before, is it right to the existing rules or not.

3. Actuating

Is the implementation stage, namely refuse / approve the submission of leave by an employee with monitoring of leave employees and turn around. An employee will choose a leave and long leave which will then approved / rejected by general manager to the rules company.

4. Controlling

Is the stage of controlling by planned to conduct checks on leave of absence to as tens of thousands of workers. The general manager can check who, how long and how much the employee who took a leave of absence as an ingredient of a due consideration for approving or will stop request leave of absence to as.

2.10 Analysis monitoring pension employees

1. Planning

At this stage , general manager will plan of employees to retire, 60 years. General manager will also make a list of severance pay that will be given to an employee after retirement.

Table 12. Severance pension

Period of Employment (Year)	Severance
< 1 thn	1 kali
1 - 2 thn	2 kali
3 - 4 thn	3 kali
> 5 thn	5 kali

2. Organizing

At this stage, general manager right check that standard retire and severance have been made in accordance with the rules company.

3. Actuating

Employees that have reached 60 years old will immediately receive information that he reached the pension. Example: juju old 60 years, so general manager would ask for staff public administration to contact father juju to notify sheaves whatever need to organized. Each employee who retired will receive severance pay in accordance with salary and the it works.

Table 13. Amount everance

Nama	Period of Employment	Severance
Juju	7 tahun	5x gaji

Among juju are already working in CV.JKL during 7 years, so among juju will receive severance pay as many as 5 times his monthly income that can be taken the village once a month.

4. Controlling

Is the phase examination employee who closer to the pension. General manager monitoring pension will help to make the planning the recruitment of new employees before employees retire official stop working.

2.11 Analysis Non-Fungsional Needs

Non-fungsional needs analysis conducted to determine the specifications required system so that the system runs well. The specification is used from early in the application and implementation. An analysis of the needs of users non-fungsional consisting of analysis, an analysis of the hardware and the software.

2.11.1 Analysis Hardware

Analysis hardware that used to run information system management of human resources in CV.JKL based website. As for needs at least hardware taken was as follows :

Table 14. Analysis Minium Hardware Needs

No	Perangkat	Spesifikasi
1.	Prosesor	Speed 2,20 Ghz
2.	Memory	1 GB
3.	VGA Card	512 MB
4.	Harddisk	500 GB
5.	Monitor	Monitor 14”

While specifications hardware on CV. JKL is as follows :

Table 15. Specification Hardware CV. JKL

No	Hardware	Spesifikasi
1.	Prosesor	Speed 2,20 Ghz
2.	Memory	2 GB
3.	VGA Card	512 MB
4.	Harddisk	500 GB
5.	Monitor	Monitor 14”

Based on the analysis of a hardware that is already exists at the time CV. JKL taken is to look at it is anticipated that analysis a hardware that is there is a need for, so a hardware that is to be found in CV. JKL in accordance with their needs it is

anticipated that analysis a hardware that is be deemed necessary in the operating a system of the management of human resources which are needed.

2.11.2 Analysis Software

Analysis software used to run information system management of human resources in CV. JKL based website. As for needs at least software that it needs is as follows :

Table 16. Analysis Minium Software Needs

No	Software	Specification
1.	Sistem Operasi	Windows 8.1
2.	Browser	Mozilla Firefox, Chrome
3.	Database Server	XAMPP Server
4.	Aplikasi	Adobe Reader

While specification software that is in cv.Jkl can be seen in table 17 :

Table 17. Specification Software CV. JKL

No	Software	Specification
1.	Sistem Operasi	Windows 8.1
2.	Browser	Mozilla Firefox, Chrome
3.	Database Server	XAMPP Server
4.	Aplikasi	Adobe Reader

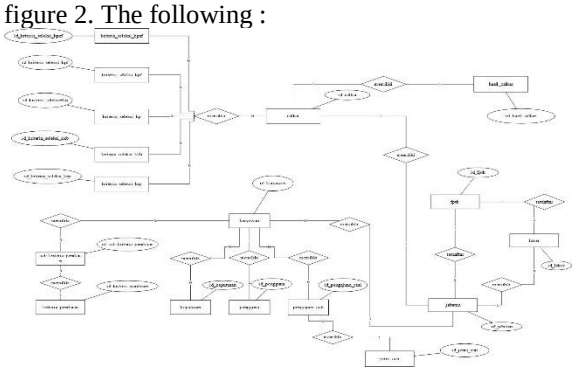
2.12 Analysis Functional needs

Analysis functional needs is analysis explain of flow of data or information which includes depiction of, planning, and in the preparation of sketch or setting of several elements that separate into joined together and serves in the process of making software that will be built.

2.12.1 Analysis Basis Data

Analysis database on information systems management of human resources in CV. JKL will be built use entity relationship diagram (ERD).

The erd is what is the model of the data that uses some a notation to describe the data in the context of an entity and the relations which it described by data was being collected. The form of the erd as in the figure 2. The following :

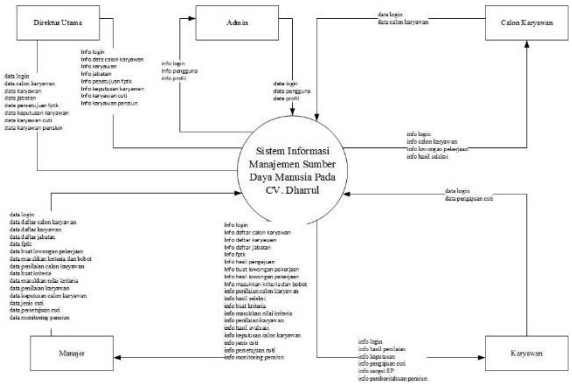


Picture 2. Entity Relatinship Diagram (ERD)

2.12.2 Diagram Konteks

Diagram the context of a form of that captures the relationship entity one with an entity that other where the entity describe enter and output of system.

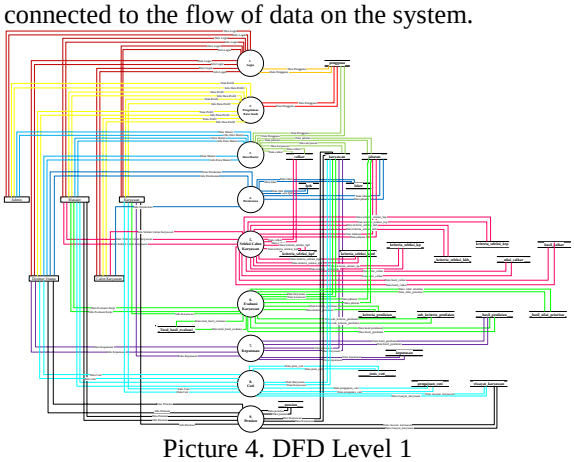
There have been instances of 5 user interface that takes the had a role in the general manager, admin, tens of thousands of workers, and prospective employees in which every single user has the right of the information and data berbeda-beda as dtunjukkan in figure 3 . The following:



Picture 3. Diagram konteks

2.12.3 *Data Flow Diagram (DFD)*

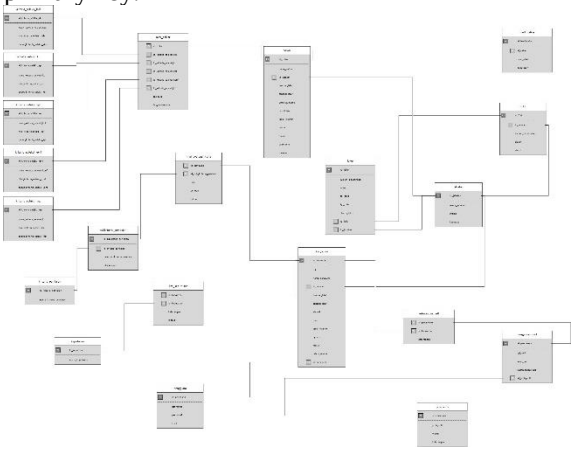
The data flow diagram used to describe tissue associated with the process of functional and connected to the flow of data on the system.



Picture 4. DFD Level 1

2.12.4 The Scheme Relation

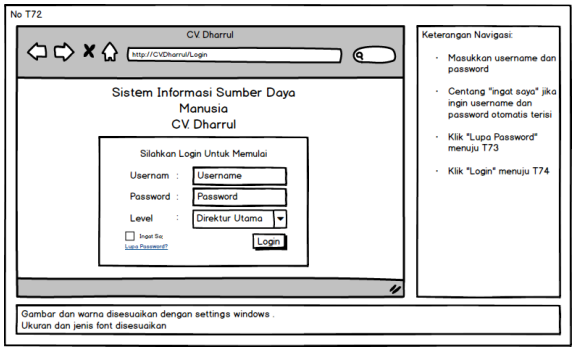
The scheme relation is a picture of the data have a definition and having a relation between attribute where any attribute have a primary key, those attributes connected with attribute others use the primary key.



Picture 5. Schema relation

2.12.5 Design Interface

Design interface made to illustrate display programs to be used by the user to interact with the system will be built. The following design interface in sim human resources CV. JKL



Picture 6. Interface *Login*

2.13 Testing System

Testing the system has the goal to locate or discover errors and flaws in the trial.

But the stated goal of testing a system to make sure that it has fulfilled a desired end users will use the system.

2.13.1 Testing *Black Box*

Testing black box is demonstrate a function of software that operate, with to check whether input data could have been well received, and results keluarannya in accordance with what to expect.

Seen from testing case in point that use concluded in pretty any process in in a system that built. Error still have the possibility to happen, and yet in functional system can give desired results.

2.13.2 Testing Beta

Testing beta aims to inform and the quality of system that built have meet the hopes or not. Therefore testing beta be held to find out whether the was meet the expectations of by making questions to all user who devised a system of. Calculation methods were used is the method an interview from interview is expected to get information do this system was already feasible digunakkan users on in CV. JKL.

Based on testing beta, can be drawn the conclusion that :

1. This system is beneficial because this system helps he in make the planning on recruitment and employees. Sistem selection supply chain built is easy enough to used.
2. The system is easy for no means accountable for you to show off on doing evaluating the performance of tens of thousands of workers because owns an indicator that clear. User a language that is to this system sufficiently and have durable and it is easy to understand.
3. An evaluation produced enough to help he in choosing employees who receive promotion office, bonuses and dismissal of a work as a fairer considering of indicators having been previously decided.
4. Monitoring leave that is on a system are somewhat useful in determining received / decline filing leave employees.
5. This system was quite helpful to no means accountable for you in monitoring & notes to be so performed had received information about tens of thousands of workers that are or soon will hang it up and retire.
6. This system is quite helpful manager in managing data ranging from identiitas employees, the post, absentee, evaluation, leave until retirement.
7. Through performance change simple make this system is easy enough to used and understood.

3. CLOSING

Part of it contains result research after doing some testing. The results obtained but not to be used as a reference to the development of the future.

3.1 CONCLUSION

Based on the discussion analysis and tests has done, it can be taken a conclusion against the system information resources management people on CV. JKL is as follows :

1. Information system management of human resources in CV. JKL enough to help general manager in determining the criteria of employee candidates on demand company.
2. Information systems management of human resources in CV. JKL are somewhat useful general manager recommended promotion in the office, the bonuses and dismissal of work through the evaluation work employees.
3. Management information system of human resources in CV. JKL are somewhat useful president director of in decision-making position promotion, the bonuses and dismissal of workplace by the implementation of the evaluation employees work.
4. Management information system of human resources in CV. JKL have been quite helpful to general manager in giving the approval on leave employees and monitoring employees retirement.

3.2 Suggestion

Based on an inference already described above, things should the future is that information systems management of human resources in CV. JKL can be developed more broadly toward the next stage, namely ERP (Enterprise Resource Planning) to optimize company management from the level to operational top so get better results for all parties related.

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