Perancangan sistem informasi kepegawaian: studi kasus Kementerian Ketenagakerjaan = Analysis and design human resources information system case study the ministry of labour

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Abstrak

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Manajemen kepegawaian merupakan kegiatan pengelolaan kepegawaian mulai perencanaan pegawai sampai dengan pegawai pensiun. Pelaksanaan pengelolaan manajemen kepegawaian Kementerian Ketenagakerjaan saat ini belum optimal. Masih sering terjadi keterlambatan dalam pembuatan SK kenaikan pangkat dan SK kenaikan gaji berkala, sering terjadinya kesalahan dalam pembuatan SK, sulitnya membuat laporan tentang data-data kepegawaian. Untuk menyelesaikan masalah tersebut perlu adanya Perancangan Sistem Informasi Kepegawaian. Selain menyelesaikan masalah, Sistem Informasi Kepegawaian juga mampu meraih peluang dengan memberikan nilai tambah yaitu update data kepegawaian menjadi lebih mudah dan proses pelayanan kepegawaian dapat menjadi lebih efisien. Tahapan perancangan sistem informasi kepegawaian menggunakan tahapan pengembangan metodologi Waterfall. Untuk menentukan layak tidaknya perancangan tersebut, dilakukan analisis kelayakan yang mencakup kelayakan teknis, kelayakan ekonomi dan kelayakan organisasi. Berdasarkan analisis kelayakan, proyek perancangan sistem informasi kepegawaian layak dikerjakan. Untuk menggambarkan sistem yang sudah ada as-is system dan sistem informasi kepegawaian to-be system digunakan pemodelan UML Unified Modelling Language yang meliputi use case diagram, activity diagram, sequence diagram, collaboration diagram, state chart mechine diagram, class diagram dan deployment diagram. Manfaat sistem informasi kepegawaian terdiri dari 3 kategori yakni Business Process Automation BPA , Business Process Improvement BPI dan Business Process Reengineering BPR . Rancangan Sistem Informasi Kepegawaian yang dihasilkan dibagi dalam 6 modul subsistem, yaitu modul login, modul master data, modul data pegawai, modul proses kepegawaian, modul pengguna dan modul laporan.<hr />
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ABSTRACT
Personnel management is an activity of personnel management from planning employee until retirement employee. Implementation of the management of personnel management the Ministry of Labour is currently not optimal. Still frequent delays in manufacturing SK SK promotions and salary increases periodically, frequent occurrence of errors in the manufacturing of SK, the difficulty of making a report on the employment data. To solve these problems need to be their Human Resources Information Systems Design. In addition to resolving the problem, Human Resources Information System is also able to seize the opportunity to provide added value, namely update employee data becomes easier and the process could be more efficient staffing services. Stages of personnel information system design using Waterfall methodology development stage. To determine the appropriateness of the design, feasibility analysis which includes the technical feasibility, economic feasibility and viability of the organization. Based on the feasibility analysis, project personnel information system design feasible. To illustrate the existing system as is system and personnel information system to be system used modeling UML Unified Modeling Language , which

includes use case diagrams, activity diagrams, sequence diagrams, collaboration diagrams, state charts mechine diagram, class diagrams and deployment diagrams. Benefits of personnel information system consists of three categories, Business Process Automation BPA , Business Process Improvement BPI and Business Process Reengineering BPR . Human Resources Information System divided into six modulesvsubsystem, there are the login module, the master data module, the employee data module, the management process module, the user module and the report module.