Human Resource Information System

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ARTICLE INFO	ABSTRACT
Volume: 2 **KEYWORD** Information System, Human Resource	Every organization, especially companies, requires real data from every level of management. The data is compiled and managed in an information system. One of the most important information systems in a company is the Human Resources Information System (SISDM/HRIS).Every large company must have a human resource information system (human resource information system). Human resource systems assist businesses in developing staffing requirements, identifying potential new hires, maintaining employee records, tracking employee training, skills, and performance, and assisting managers in developing appropriate plans. with compensation and employee career development.so that in this case the company's division coordinates their staffing with production and sales activities and financial resources.

1. Introduction

The Human Resource Information System that the author refers to here is an HR information system which forms the basis for identifying potential new employees, keeping employee records, tracking employee training, skills and performance, and helping managersdevelopplans that suit employee compensation and career development. provide information to all company managers about the company's human resources illustrate HRIS using the same format, as MKIS.

HR information systems are also a discourse on transaction processing systems that provide data input, as well as the human resources research subsystem that carries out special studies and the human resource intelligence subsystem that collects environmental data related toissues around human resources.

Each subsystem output in the HRIS provides certain aspects of human resource management such as planning, recruiting new workers, setting work targets, compensation for workers, improving worker welfare, and preparing reports on human resources. demanded by the environment, especially government agencies.

2. LiteratureReview

One of the important goals of making a management information system is to be able to support variousprocesseswithin an organization, including planning, organizing, and alsocontrolling. Management information systems must be able to provide information regardingactual conditions within an organization.This is the result of a collaboration between information technology and humanresource management science. By using the HR information system.

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With the development of existingtechnology, of course therewillbemanybenefitsthatcanbefelt by business people whenusing HR information system technology. Thesebenefitscanbefelt by employees and also the company. The following are the benefits of implementing an HR information system.IncreaseEfficiency

The application of technology in a system iscertainly able to increase the company'sefficiency, both in terms of performance and time. The processwillbefaster and easier, such as the process of applying for leave or leavingschedules for the sales team, all of whichcanbedone by the application. b. Data Management

The nextbenefit of an HR information system isbetter data management. By using an HR information system, the HR team no longer needs to store thousands of data files manually and botherlooking for them. c. IncreaseProductivity

This one benefitiscloselyrelated to the efficiency in the first point. If the company has succeeded in cutting time in all manualmatters, thenemployeescan do otherwork or can focus more on implementingstrategies to achievecompany goals.

With the HR information system model, wecanseeitfrom the input, process, and output sides. From the input side, the HR information system consists of threesystems, namely : 1. SIA subsystem (accounting information system) thissubsystemwillprovideaccounting-related data for HRIS, sothattherewillbe a databaseconsisting of complete information related to humanresources, bothfinancial and non-financialrelated. 2. Humanresourcesresearchsubsystem: itwillcollect data related to certain researchprojects, such as succession research, analysis, job evaluation, and employee complaint research.

there are several stages of the HR development design processwhichcanbedetailed as follows: 1. ProposalProposals to the management of the proposal stage are concernedwithcommonproblemsfaced by the organization and are directedat a decision to investigatefurther. Atthis stage, the concept of developing a SISM isproposed, and therefore the overall system parameters and major cost/benefitanalysisisneed to beelaborated. Policy issues are usuallydiscussed, and the impact of systems on organizationaldynamicsisstated. This stage ends with suggestions for management thatneedsanalysisisneeds to bedone. 2. NeedsAnalysis This stage isdirectedatfurtherdetailing the generalproblemsstated in the proposal stage intoseveral user objectives and specifications. the main objective of this stage is to find the real problems and developvariousmethods and strategies to respond to thoseneeds. 3.SystemSpecifications This stage requires the actual contents of the system from the user's point of view. The various basic functions of the system are explained in as muchdetail as possible to determine the sequence of processingactivities. All the final products of the system and all required inputs are described. All requiredmanualfunctions are defined. The level of accuracy and timeframethat must be met by the system isspecified by the users. 4. System Design In this design stage, the wholeisspecifiedspecificallysothat all functionscanbeexamined and all programs canbementioned. The system designer determines how the SISM willachieve the goals formulated in the specification stage. 5. System Development Computer programs are created in this stage humanfunctions are alsodescribed in the form of job descriptions and specifications. All parts of the system are testedwith data suppliedfrom the user. 6.Installation and Conversion Aftersuccessfultesting in the "laboratory" environment, SISM isinstalled in the user organizationenvironment and testedagain, before the experimentiscarried out, using pseudo data. The entire SISM isthentestedusing real data, and users are trained on how to operate the system. 7. SISDM Work Evaluation, onlymeasured by the targetsthat have been set in the early stages. System running costs, reportingaccuracy and timeliness, as well as variousotheroperationalcharacteristics are evaluated and reported back to management. If necessary, various replacements and changes (modifications) canbe made to improve the work of the system.

3. Methodology

The type of researchused in thisresearchis descriptive research. Descriptive researchis a type of researchwhosepurposeis to present a completepicture of social or intended settings for exploration and clarification of a phenomenon or social reality, by way of describing a number variables related to the problemwith the unit understudybetween the phenomenabeingtested.

he data analysis technique usedconsists of three types, namely: data reduction, data reduction, namelyreducing data sothatpresented in narrative form. Presentation of Data, Presentation of data, namelypresenting data that has been reduced by certain modelswithmisinterpretation of the data. The second important flow of activityanalysisis the presentation of data. By limiting a "presentation" as a collection of information thatgivespossibility of drawing conclusions and taking action. Data Verification, Data verificationisretrieval conclusions from the authors of the data. The third important analysisactivityisdrawing conclusions and verification.

4. ResultsandDiscussion

HR information systems support and develop businesses identifypotential new hires, maintainemployee records, trackemployee training, skills and performance, and assist managers in developingappropriate compensation and careerdevelopmentplansemployee. Workerworkmanworking man.

5. Conclusion

Enterprise systemscan help businesses to coordinatetheirstaffingwith production and sales activities and financialresources. can support variousprocesseswithin an organization, including planning, organizing, and alsocontrolling. Management information systems must be able to provide information regardingactual conditions within an organization. somanycapabilities in the improvement

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