

ABSTRAK

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ANALISIS & PERANCANGAN SISTEM INFORMASI HUMAN RESOURCE PT. DJAJA PUTRA INDONESIA – PMKS BANDAR PULAU

(xviii + 105 halaman: 60 gambar : 23 tabel : 2 lampiran)

Masalah yang dihadapi organisasi saat menggunakan sistem manual berupa *file* yang tidak tersusun rapi dan tidak saling terintegrasi satu sama lain dan berdampak negatif terutama pada proses absensi dan perhitungan gaji pegawai. PT. Djaja Putra Indonesia merupakan perusahaan pengolahan kelapa sawit yang menghadapi masalah yang serupa. Menurut data survei dan analisis, sistem penggajian dapat menjadi solusi karena *file* menjadi terintegrasi satu sama lain yang memudahkan pemvalidasian data terutama absensi & penggajian. Analisis kebutuhan sistem menggunakan metode analisis PIECES menghasilkan 6 komponen analisis yang menjadi landasan dari pengembangan HRIS. Pengembangan sistem penggajian menggunakan metode *Agile Scrum* yang terdiri dari 5 proses pengembangan dan melibatkan para *stakeholder* perusahaan dalam mereview dan menggunakan sistem penggajian yang telah dikembangkan. Hasil dari pengembangan sistem penggajian dengan metode *Agile* model Scrum berupa HRIS yang memiliki fitur dalam mengelola absensi pegawai, mengelola PHK pegawai, dan perhitungan gaji pegawai PT. Djaja Putra Indonesia sehingga keseluruhan fitur saling berkaitan dan saling terintegrasi satu sama lain.

Kata Kunci : Penggajian, PIECES, *Agile*, *Scrum*, Absensi, Gaji

Referensi : 36 (2003-2023)

ABSTRACT

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ANALYSIS & DESIGN OF HUMAN RESOURCE INFORMATION SYSTEM DJAJA PUTRA INDONESIA – PMKS BANDAR PULAU

(xviii + 105 pages: 60 figures: 23 tables: 2 appendices)

The problems faced by organizations when using manual systems include files that are not neatly arranged and not integrated with each other and have a negative impact, especially on the attendance process and employee salary calculations. PT. Djaja Putra Indonesia is a palm oil processing company that faces similar problems. According to survey data and analysis, a payroll system can be a solution because the files are integrated with each other which makes it easier to validate data, especially attendance & payroll. Analysis of system requirements using the PIECES analysis method produces 6 analysis components which are the basis for HRIS development. The development of the payroll system uses the Agile Scrum method which consists of 5 development processes and involves company stakeholders in reviewing and using the payroll system that has been developed. The results of developing a payroll system using the Agile Scrum model method are HRIS which has features for managing employees absences, employees layoff, and calculating employees salaries. Djaja Putra Indonesia so that all features are interrelated and integrated with each other.

Keywords : Payroll, PIECES, Agile, Scrum, Absence, Salary

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