



# **EVALUATION OF HUMAN RESOURCES INFORMATION SYSTEMS IN THE APPLICATION HUMAN RESOURCES PLANNING AT PT. PRIMA LOCA SUSTAINABLE SYNERGY**

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## **Abstract**

*The HR Information System is used by the company to determine the condition of the company regarding its human resources. The HR information system in this study is used by the company for HR planning applications. The purpose of this study was to find out how to evaluate the application of HR Information Systems in HR planning applications. The research method used in this study is descriptive qualitative. The data collection technique used is through the distribution of questionnaires to 40 respondents who are involved in the HR information system to obtain primary data using a Likert scale. The results showed that the evaluation of the HR information system in the HR planning application was quite good with a score of 3.4 a value of 68 because there were still obstacles in the implementation of the HR information system, namely recruitment and acceptance on the indicators of HR involvement in recruitment and acceptance, termination and administration of benefits, namely after termination, HR administering the company's pension program for eligible former employees and employee relations whose function is important to seek input from employees regarding aspects of the organization. The recommended solution is the need for HR involvement in recruitment and*



*recruitment, providing pensions for those who are entitled to them in accordance with company regulations, and maintaining harmony between employees to explore useful inputs for the company.*

*Keywords: Evaluation, Information Systems, Application, Human Resources, Planning*

## **INTRODUCTION**

The need in the business world always requires a reliable workforce to carry out its activities. These desires demand to choose qualified human resources in competing outward in order to win in the competition for the success of the business they are engaged in, because it can occur in the type of business of goods and services.

Businesses engaged in regional mapping consultants in Indonesia are currently still quite difficult to find, because most are still controlled by government agencies. In Indonesia, this type of business is growing very rapidly along with changes in land use in the territory of Indonesia, so it needs to be done quickly and practically, especially for urban areas.

Developments in Indonesia today feel very fast, especially on a national scale, this is due to the level of success of the information system that is very supportive and commonly offered through this system already has a well-known name. This is what attracts investors to invest in remote areas though. This company is engaged in consulting services with a focus on regional planning and planning, so the company is required to maintain the quality and accuracy of the prediction results in the future.

It can be seen that the competence of human resources is a basic characteristic that can produce performance based on criteria or references that are considered effective and superior. Therefore, there are five basic competencies that human resources must possess, namely: (1) personality and motivation, (2) reasoning power, (3) creativity, (4) decision-making ability, and (5) organizational culture. For this reason, creating quality and reliable human resources shown with high competence and good character requires the availability of a good education system. Competence of superior human resources who master technology (science and technology) and have good character, then human resources can be subjects or actors of development who are reliable and always a mainstay wherever they are.

The more competition faced by the company, it is demanded that all human resources must have reliable and qualified skills in all developments in the world of knowledge that is always innovative. Thus, the company's success in winning increasingly fierce competition must be realized that it is inseparable from how to manage human resources who have technological capabilities that are always and continue to grow.

## Statement of the Problem

Based on the background of the research above, the formulation of the problem in this study is: "How is the evaluation of HR information systems in HR planning applications?"

## CONCEPTUAL REVIEW

### Human Resources

According to Werther and Davis in Taliziduhu (1997: 9) human resources are "the people who are ready, willing and able to contribute to organizational goals,". According to Buchari Zainun (1994, p. 57) states that none of the syllables contained in human resources, namely resources, resources, and humans are difficult to understand. The three syllables certainly have meaning and all of them can easily be understood. In simple terms, what is meant by HR is power that comes from humans. ability, or steam power, wind power, solar power. And if applied to animals such as horses, it can be a means of measuring strength or power such as carrying capacity, lifting power, or thrust which can be referred to as horsepower. However, when used for humans, the term manpower in Indonesia means "labor" not human labor as in the Ministry of Manpower, not the Ministry of Manpower.

### Human Resources Management

Human Resource Management (HRM) according to Mathis and Jackson (2006: 3) is the design of formal systems within an organization to ensure the effective and efficient use of human talent to achieve organizational goals.

Human Resource Management according to Fisher et.al (1993: 5 ) defines: Human Resources Management (HRM) involves all management decisions and practices that directly affect or influence the people, or human resources who work for the organization.

Human Resource Management according to Gary Dessler (1997:2) is the policy of practices required by a person to carry out the "people" or HR aspects of a management position, including recruiting, screening, training, rewarding and appraising.

### Individual Performance Assessment

Some of the limitations put forward by the experts related to the understanding of individual performance appraisal are stated below:

Fisher, Schoenfeldt and Shaw (1993:471) state that organizations are valued over a certain period of time.

Milkovich and Bourdreau (1994:65) say that performance appraisal is a process carried out in order to assess employee performance. Meanwhile, employee performance is defined by them as a level where employees meet/achieve the specified work requirements.

Richard F. Olson (1981:36) argues that performance appraisal is a strategy or an overall system to assess how well a job is done and if necessary it can be used to improve performance.

### **Human Resources Information System**

HRIS is one of the most important information systems in a company. Human Resources Information System (HRIS) is a computer application program that organizes the management and management of HR in the company to support the decision-making process or commonly known as the Decision Support System, which provides various information needed.

HRIS is a form of intersection/meeting between the fields of human resource management (HRM) and information technology. This system incorporates HRM as a discipline that primarily applies technology

### **METHODOLOGY**

This study uses a descriptive-qualitative research approach. This means that data and analysis are based on numbers which are then calculated statistically, so that the meaning and conclusion of the results are also based on the results of statistical analysis (Moleong, 2000).

This study uses an explanatory survey method (Singarimbun and Efendi, 1995:5). According to Sugiyama (2008:135) the survey was conducted by collecting facts by asking the intended people as sources of information involved in the HR information system.

Sampling method used in this research is census method. The population of this research is employees who are involved in the HR information system in the company's operational activities as many as 40 employees. Sample size selected is 40 employees. Thus that in this study took the population.

### **EMPIRICAL RESULTS**

The first dimension of Recruiting and Hiring, namely HR always helps accept new employees into the company, it gets a score of 2.65 with a value of 53 which is in the bad category because the dimensions of recruitment and acceptance of HR employees are not always involved in recruiting so that the level of trust in employees in recruitment is very less expected.

The fourth dimension of termination and administration of benefits, namely after termination, HR takes care of the company's pension program for former employees who are entitled to a score of 2.65 with a score of 53 categorized as not good due to termination and administration, after HR takes care of the company's pension program for former employees who entitled, showing the level of service that is not good so that those who are entitled do not directly get their rights as former employees or pensions that should be received directly in the company environment.

The sixth dimension of Employee Relations (Employee Relations) gets a score of 2.65 with a value of 53 categorized as not good because employee relations have an important function to explore inputs from employees regarding aspects within the organization showing a low level, because there is a relationship between employees with one another not communicating well. Then the HR information system in the work unit environment is not well absorbed, so there is a gap that does not support the HR system in applying information systems within the company.

Based on data processing likert scale, the result of the evaluation of the human resource information system is in the range of 60-80 in the good category. This means that the human resource information system at PT.Sinergi Prima Loka Lestari has been implemented quite well in the context of human resource planning applications according to the dimensions used in this study.

### **Constraints That Occur In The Implementation Of HR Information Systems**

There are several things that must be considered by the company in order to fulfill the theory that supports the HR information system not to worsen conditions within the company itself, because there are irregularities after processing the research results. involved in recruiting so that the level of trust in recruitment is very less than expected.

Termination and administration, after HR takes care of the company's pension program for eligible former employees, shows a poor level of service so that those who are entitled do not directly get their rights as former employees in the company, because no definite or written rules have yet been enacted but still through policies which is different in the treatment of each person carried out by the leader.

Employee relations which have an important function to explore inputs from employees regarding aspects of the organization show a low level, because there is a lack of good communication between employees. Then the HR information system in the work unit environment is not well absorbed, so there is a gap that does not support the HR system in applying information systems within the company.

## Recommended Solutions

Recruitment and acceptance are information needed for external and internal manpower procurement. This information includes labor market information, interview scheduling, recruitment and recruitment analysis. So it is necessary to improve an adequate HR information system so that all HR understands and knows the information system about HR in the company.

The company must be able to maintain employee relations after the employee no longer works at the company by providing a written pension in accordance with the applicable company regulations, because as a partner that functions as internal public relations for every employee's needs for information, company policies and regulations. It is also important to seek input from employees regarding various aspects of the organization.

In employee relations, it should be properly maintained and supported, because various information related to complaints, accidents at work, employee health and work environment.

## CONCLUSION

1. HR Information System in HR planning application at PT. Prima Loka Lestari's synergy is as follows: the same as on the website <http://www.pro-int.com>, namely: recruitment and recruitment, education and training, data management, termination and administration of benefits, career planning, employee relations, separation management and personnel administration and HRIS. The results of the evaluation of the HR information system in the HR planning application with a score of 3.4 with a score of 68 in the fairly good category.
2. Constraints that occur in the implementation of the HR Information System can be seen from table 4.5 and attachment 1, as seen from the results of the questionnaire showing:
  - a. In question 1 of the first dimension of Recruiting and Hiring, namely HR always helps accept new employees into the company, it gets a score of 2.65 with a value of 53 which is included in the bad category because in the dimensions of recruitment and acceptance of HR employees are not always involved in recruiting so that the level of trust in employees in recruitment is very less expected.
  - b. In question 6 of the fourth dimension of termination and administration of benefits, namely after termination, HR takes care of the company's pension program for former employees who are entitled to a score of 2.65 with a score of 53 categorized as not good due to termination and administration, after HR takes care of the company's pension program for former employees who entitled, showing the level of service that is not good so that those who are entitled do not

directly get their rights as former employees or pensions that should be received directly in the company environment.

- c. In question 11 on the sixth dimension of Employee Relations (Employee Relations) gets a score of 2.65 with a value of 53 categorized as not good because employee relations have an important function to explore inputs from employees regarding aspects within the organization showing a low level, because there is a relationship between employees with one another not communicating well. Then the HR information system in the work unit environment is not well absorbed, so there is a gap that does not support the HR system in applying information systems within the company.

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