

RINGKASAN

Analisis Sistem Informasi Sumber Daya Manusia sebagai dasar pengembangan System Pasca Merger PT Bank X

Harsono Rudi Firnadi

Banyak hal yang mendorong munculnya kebutuhan untuk melakukan perubahan, hal tersebut dengan maksud untuk memperbaiki kualitas yang mengarah kepada tujuan yang lebih baik yang ingin dicapai, salah satu bentuk perubahan yang bisa dilakukan adalah melakukan merger yaitu penggabungan 2 (dua) badan usaha atau lebih menjadi satu badan usaha yang sama sekali baru atau memilih satu diantaranya

Untuk mewujudkan proses merger berjalan dengan baik tentunya manajemen membutuhkan suatu informasi yang memadahi, sebab para manajer selalu menggunakan informasi untuk melaksanakan tugas-tugasnya. Seiring dengan perubahan organisasi (merger), manager dituntut untuk bisa mengelola sumber daya ini agar dapat digunakan dengan cara yang paling efektif.

Sistem informasi sumber daya manusia adalah bentuk informasi yang sangat penting untuk mengumpulkan dan memelihara data yang menjelaskan sumber daya manusia, mengubah data tersebut menjadi informasi dan melaporkan informasi itu kepada pemakai. Dalam membuat model system informasi sumber daya manusia, kita menggunakan format umum yang sama dari subsistem input, database dan subsistem output.

Agar organisasi terus berkembang secara dinamis maka langkah yang perlu dilaksanakan adalah melakukan Analisis Sistem. Tujuannya adalah untuk memahami sistem dan masalah yang ada, untuk menguraikan kebutuhan informasi dan untuk menetapkan prioritas pekerjaan sistem selanjutnya. Jika subsistem tertentu organisasi telah ditargetkan untuk pengembangan, maka analisis sistem berfokus kepada pendefinisian kebutuhan informasi dan kebutuhan sistem yang diperlukan oleh sistem untuk menjalankan tujuan-tujuan manajemen. Oleh karena itu analisis sistem menekankan kepada studi atas keputusan-keputusan yang dibuat oleh para manager dan informasi yang terkait.

Penelitian ini digunakan untuk menganalisis sistem informasi sumber daya manusia pasca merger PT Bank X khususnya yang menyangkut sistem peringkat jabatan, sistem penggajian, sistem penanganan keluh kesah, sistem penilaian pegawai serta sistem informasi akuntansi yang nantinya dapat mendukung perbaikan sistem SDM di Bank X.

Tahapan analisis Sistem dapat dilakukan dalam beberapa tahapan proses yaitu Mempelajari bidang permasalahannya, Menganalisa permasalahannya, menganalisa bisnis proses, Menetapkan sasaran perbaikan sistem serta menyajikan temuan dan merekomendasikan.

Untuk mendukung penelitian ini tahap awal telah disebarluaskan daftar pertanyaan yang hasilnya dapat digunakan untuk proses analisa lebih lanjut, dimana hasilnya untuk persentase tertinggi dapat diketahui bahwa untuk sistem peringkat jabatan 88 responden atau 47 % menyatakan sedang, Untuk Sistem Penggajian 88 responden atau 47 % menyatakan sedang, Untuk Sistem Penanganan Keluh Kesah 94 responden atau 50 % menyatakan sedang, Untuk Sistem Penilaian Pegawai smasing-masing 71 responden 38-39 % menyatakan sedang dan baik serta Sistem Informasi Akuntansi sebanyak 81 responden atau 43 % yang menyatakan sedang, kesimpulannya bahwa dari 5 komponen

yang akan dianalisis menyatakan bahwa pelaksanaan Sistem Informasi SDM pasca merger membutuhkan perbaikan untuk mendukung keinginan karyawan,

Untuk meneliti lebih mendalam bagaimana sistem informasi SDM yang sedang berjalan saat ini, telah dilakukan observasi langsung dengan melihat sistem dan didukung oleh data yang ada diperoleh hasil bahwa dalam penerapan sistem peringkat jabatan (Global Grading Sistem/GGS) tidak memasukkan unsur job experience sebagai komponen penentu peringkat jabatan, sehingga hasil GGS belum menggambarkan peringkat jabatan yang sesuai. Dalam Sistem Penggajian terdapat pegawai yang masuk dalam standar 125 gaji maksimum maka kepada pegawai tersebut tidak mendapat kenaikan gaji, harusnya dalam sistem penggajian ini harus dibedakan juga senioritas dengan memberikan kenaikan gaji secara berkala. Untuk sistem penanganan keluhan kesah dilaksanakan dengan melalui proses yang cukup panjang sehingga informasi akan diperoleh lebih lambat. Dalam sistem penilaian pegawai menerapkan hasil penilaian unit kerja sebagai komponen dasar penilaian pegawai. Sedangkan Sistem Informasi Akuntansi belum secara online bisa dilakukan edit data elemen data karyawan.



SUMMARY

Human Resources Information System Analysis as Post-Merger Information System Development Basis of PT Bank X

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There are a lot of things that motivate the appearance of needs to do changes, it is meant to improve quality toward achievement of better purposes, one of changes that can be done is merging that is the fusion of two enterprises or more to become one enterprise which is totally new or to choose one of them.

To create a good merging process, management needs an appropriate information, since managers always use information to accomplish their tasks. Along with organization changes (merger), managers are required to be able to manage resources so that it can be used in the most effective way.

Human resource information system is a very important type of information to collect and keep data which explain human resource, change the data into information and reporting the information to its users. In making human resource information system model, we use the same general format from input subsystem, database, and output subsystem.

In order to keep organization developing dynamically then the step needed to be done is implementing System Analysis. Its purpose is to understand the exist system dan problems, to describe information needs and to decide the next system work priority. If certain organization subsystem is targeted to development, then system analysis will focus in the definition of information and system needs needed by the system to execute management purposes. That is why system analysis is emphasizing in the study of decisions by managers and information related.

This research is used to analyze post-merger human resource information system of PT Bank X especially which correlated with occupation ranking system, wage payment system, complaint handling system, staff assessment system and also accounting information system which then can support the improvement of human resource system in Bank X

System analysis steps can be done in some process stages that is study the problem domain, analyze problems and opportunities, analyze business processes, establish system improvement objectives, update the project plan and present findings and recommendation.

To support this research in the initial stage some questionnaires had spread in which the results can be used for further analysis process. These questionnaires showed that for occupation ranking system 88 respondents or 47% declared moderate, for wage payment system 88 respondents or 47% declared moderate, for complaint handling system 94 respondent or 50% declared moderate, for staff assessment system 71 respondents or 38-39% declared moderate and good as well as for accounting information system 81 respondents or 43% declared moderate. The conclusion is that from 5 components going to be analyzed declared that post-merger human resource information system needs improvement to support employees desire.

To study more deeply about how current human resource information system is, direct observation has done by observed the system and supported by data available it is gained that in occupation ranking system (Global Grading System/GGS) did not include job experience as its occupation ranking determination component, so that GGS result has not illustrated the appropriate occupation ranking. In wage payment system there are employees who belong to 125 maximum wage standart then to those employees there was not wage

increase, in this wage payment system seniority should also be differentiated by giving a gradual wage increases. For complaint handling system it was done through a quite long process so that information was gained slower. In staff assessment system work unit assessment result was applied as the basic component in assessing employees. While in accounting information system the online editing to edit employees data element still could not be conducted.



ABSTRACT

Human Resources Information System Analysis as Post-Merger Information System Development Basis of PT Bank X

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'This research is used to analyze post-merger human resource information system of PT Bank X especially which correlated with occupation ranking system, wage payment system, complaint handling system, staff assessment system and also accounting information system which then can support the improvement of human resource system in Bank X

Conceptual framework used in this research is based on human resource information system analysis model by using 6 process stages that is *study the problem domain, analyze problems and opportunities, analyze business processes, establish system improvement objectives, update the project plan and present findings and recommendation.*

Besides implementing those 6 analysis stages, information and data collection also supported by available analysis techniques that is *analysis technique interviewing, analysis technique questionnaires, analysis technique documentation review, analysis technique observation and analysis technique brainstorming.*

This research purpose is to understand the exist system dan problems, to describe information needs and to decide the next system work priority.

This research's results initially based on spread questionnaires and they resulted that from the 5 components analyzed that is occupation ranking system, wage payment system, complaint handling system, staff assessment system and also accounting information system, each of them declared that human resource information system application in PT Bank X has not been working in good/moderate condition.

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Key words: Job experience is a matter that supports someone's performance outside ability and skill.