

**ANALYSIS OF HUMAN RESOURCES INFORMATION SYSTEMS
IMPLEMENTATION
(Case study on Aston Hotel Jember Jl.Sentot Prawirodirjo 88, Jember)**

**Ayu Rizkyta Yazid
Kertahadi
Riyadi**
Fakultas Ilmu Administrasi
Universitas Brawijaya
Malang
Email : aiurizkyta1491@gmail.com

ABSTRAK

Penelitian ini bertujuan untuk: Penerapan sistem informasi sumber daya manusia, Efektifitas sistem informasi sumber daya manusia, Masalah yang dihadapi pada sistem informasi sumber daya manusia. Hasil penelitian menunjukkan bahwa: penerapan SISDM yang tepat berpengaruh terhadap kinerja karyawan. Karyawan menjalankan SISDM secara efektif dan efisien. Apabila penerapan SISDM tidak sesuai maka kinerja karyawan pun tidak efektif dan efisien. Dengan demikian, Hotel Aston Jl. Sentot Prawirodirjo 88, Jember sebaiknya pihak manajemen hotel selalu berupaya untuk memberikan dukungan kepada karyawan dalam upaya untuk menjaga hubungan baik antar karyawan di perusahaan, sehingga kebijakan mengenai sistem informasi sumber daya manusia dapat berjalan sesuai dengan ketentuan yang ditetapkan oleh instansi.

Kata Kunci: HRIS implementation, Effectiveness of HRIS, HRIS Problem.

ABSTRACT

This research objectives are to : Implementation of human resource information system, effectiveness of human resource information systems, problems faced by the human resources information system. Research results show that: the application of appropriate HRIS influence on employee performance. HRIS employees run the effective and efficient. If the application of HRIS does not match the employee's performance was not effective and efficient. Therefore, Aston Jl. Sentot Prawirodirjo 88, Jember should the hotel management has always strive to support the employee in an effort to maintain good relations between employees in the company, so that policies on human resources information system can be run in accordance with the conditions set by the company

Key words: Effectiveness of HRIS, HRIS implementation, HRIS Problem.

INTRODUCTION

Every company needs is real data from each level of management. The data is compiled and managed in an information system. one of the most important information on the company's system is human resources information systems.

Every major company has a human resources information system. Human resource system helps businesses in developing the composition of staffing needs, identify potential new employees, store employee records, track training, skills, and employee performance, and help managers develop plans that correspond to compensation and employee career development.

Enterprise systems can help businesses to coordinate their staffing with production and sales activities and financial resources. Human resources responsible for attracting, developing, and maintaining the company's work force. Human resource information systems to support activities to identify potential employees, for example, maintains a complete record, and create a program to develop the talent and skills of employees.

ASTON Hotel Jember has not implemented a system of human resource information in accordance with the provisions, which the company has not established a system of human resource management clearly. For example, the management is still using the recruitment system of kinship in the recruitment process of employees. Placement of employees also indicates that the situation is not right, where employees do not have a classification of the skills needed by the company. These conditions resulted in the employee has not been able to work than the predetermined and other issues, namely the lack of intensity of employees in participating in training activities, where the company just set training system only when the first employees to come to work. Some of these conditions are not yet fully capable of making employees work with the conditions contained in the company management.

Process in the scope of human resources management is a process that following the dynamic changes occurring in a government. Where is the dynamic will be much influence on information technology systems will be in use. Because of that process can be done by a system of human resources will be very much depends on the model data formed to these needs. From these problems this research is entitled as – THE ANALYSIS OF HUMAN RESOURCES INFORMATION SYSTEMS IMPLEMENTATION EFFECTIVENESS.

In addition, Aston Hotel Jember are located in strategic locations so easily accessible. The place is also strategically which located around residential areas, school, and university in Jl. Sentot Prawirodirjo 88, Jember

REVIEW OF RELATED LITERATURE

The management information system is the ability of computers to present information to the management for decision makers. Laundon & Laundon (2007: 61) says that the information obtained by middle management will be used to monitor and control the business and predict future performance. From the explanation above understanding of the management information system is a system that provides information to the user and refers to the level of management functions to obtain information relating to the company's performance in predicting and controlling potential future performance. The effectiveness of personnel depends on the quality of information used to design a program of activities of the company or organization to acquire, store, and maintain an important factor the use of human resources information. Human Resources support other functional areas to help in getting new employees, preparing a new energy to do the job and holds all the security related to former employees.

Definition of Human Resource Information Systems is a systematic procedure regarding the collection, storage, maintenance, retrieval and validation of various data required by the organization in the working unit (Handoko, 2008: 237). According to the understanding that it can be concluded that the human resources information system is a form of interaction between the science of human resource management and information technology. The applicability of the HRIS can reduce the cost of automation of information, helping employees to control their own information. In HRIS provides two benefits are fully used by the administration or use significantly. In the end, the advantage HRIS is to increase the company's value. HRIS administrative efficiency and effectiveness can be achieved through information distribution strategy.

One thing that distinguishes HRIS with other information systems function is a diversity of applications possible. Input subsystem is a combination of standard data processing, research and intelligence. In various companies put databases in the computer's storage subsystem while the output reflects the current source through the company's personnel.

RESEARCH METHODS

This study used a qualitative method with descriptive approach or case studies. Qualitative methods of research that tries to express social phenomena through direct interviews with informants. Astalin (2013: 118) explains that qualitative research is the systematic research that aims to develop a holistic, explain and inform on research in order to understand the social or cultural phenomenon. The focus of this research is based on the formulation of the problem in Chapter I are as follows: 1) Input Human Resources Information System. In this case, the combination of data processing, research, and intelligence subsystems, namely: personnel information system data, human resources, human resource intelligence. 2) The process of human resource information system. In this case the increasing complexity of issues related to personnel, due to the number of government regulations and a very broad selection of benefits, create a computer data storage becomes a necessity. 3) Output of human resources information systems. In this case, explain the results of data processing, human resources personnel of a company. Maintenance of human resource data. In this case the system maintenance process associated with the input, processing, and reporting data. The method used in analyzing the data in this study using qualitative methods. Qualitative methods explained the object of research based on the facts found in the field and then analyzed using a non-statistical data analysis. In analyzing the data there are a few steps of the famous and performed in sequence. However, analyzing the data is not always carried out sequentially. In fact, the data analysis had a different treatment for each single study. Analysis of the data is not of themselves, but a custom built, repaired, and processed (Creswell, 2007: 150).

DISCUSSION

1. Human Resources Information System at Aston Jember

The survival of the organization depends on the extent to which an organization is able to take advantage of opportunities and overcome threats from the external environment with all the potential of the resources owned by the organization. Quality resources provided an invaluable asset to the organization. Organizations trying to acquire and place the right employees in accordance with their respective areas of expertise so that organizational goals can be achieved. One of the decisive stage in the successful use of a resource that is doing work

placement employees in accordance with the potential of human resources.

Policy work placement at Aston Hotel Jember employees during this time according to employees is already appropriately so that the activities of employees are running in accordance with the provisions stipulated. Employee placement policies have benefits in line with expectations that agencies have support in the process of completion of work performed by employees. The placement policy work done by Aston Hotel Jember after corresponding with a sense of justice to expect the employees, the placement policy in accordance with the expectations of employees so that all activities can be run in line with expectations or desires of employees. The employees have felt their accuracy or suitability of the job placement process conducted so as to provide support in the process penyelesaian work performed by employees.

The benefits derived by various forms of employment policies is linked to motivate the employees to work optimally in the company. The work placement provides the opportunity for employees to demonstrate the capabilities of the task or job that the employees could be completed in accordance with established procedures. The results are consistent with the views expressed by Wibowo (2007) which states that the purpose of the division of labor is established in order to work well according to plan and be clear objectives of an organization, an employee or employees responsible for the implementation of the work. Following Daft (2006) the benefits of division of labor are:

- a. Make it easy for someone to carry out the job duties without waiting for command.
- b. Known clearly authority and responsibilities of the job.
- c. Do not doubt in giving tasks or operations.
- d. Facilitate the supervision.
- e. Not the mazy or impact in the implementation of the work.
- f. Being a basic consideration in determining the educational needs.

2. Function of Human Resources Information Systems Aston Jember

According to the informant company has the right to do the maintenance of human resources Aston Jember so that any activity conducted in accordance with the provisions and procedures can be run optimally with the expectation that employees can work in accordance with the conditions set by the company.

Some issues related to the placement of employees at the Aston Hotel Jember, to support the academic achievement that employees during his education, particularly in the placement of the employee to complete homework assignments and support the implementation of the training program will provide support in relation to efforts to get employees really in line with expectations. Through training activities, it is expected the agency actually quite accurately in an activity or event staffing.

The importance of the system are set to make employees more structured activities and activities undertaken in accordance with the provisions stipulated work. Employees who have high academic achievement should be placed on the tasks and work according to his ability, otherwise employees who have an academic background average or below standard should be placed on duty and light work with the burden of authority and responsibility are relatively low. Educational background must be taken into consideration in placing employees. Educational background which is supported by the implementation of education and training that meets these requirements can place the right employees in the right positions as well (the right man on the right place) and the subsequent placement is also related to the age of the employee.

Placement of employees by age needs to be done to avoid the low productivity generated by the employees concerned. The age factor shows productivity levels of employment, so that the work placement should also consider the age factor in the hope that policy can maximally have an impact on agency performance effort.

In addition the placement process factors also determine the level of success in the process of staffing, employee placement factor is also determined by the procedure of staffing is closely related to systems and processes in use. To determine the placement procedure employees must comply with the requirements, there must be authority to put the personnel coming from the personnel list that was developed through the analysis of employees. Must have a standard that is used to compare candidates must have a job and job applicants will be in the selection to be placed. In case of misplacement, it is necessary to invent a readjustment program in accordance with the relevant employees have expertise in, namely by putting back on a more appropriate position and reassign the tasks according to their talents and abilities.

3. Form of Job Placement at Aston Hotel Jember Employees

Forms of staffing is management efforts to fill any vacant position in an organization with qualified employees when needed. The process of the placement of employees in the company for the field of specialization and expertise in possessed as well, hence affect the productivity of the company. The placement process is good and right will make employees passionate about working, because the field that they do is what is in demand by itself and the work it is something that is mastered well. This condition is an important thing to do evaluations in their efforts to create these objectives, where one of them through the timely implementation of the placement of employees.

Aston Hotel Jember in policy regarding searching for and selecting a prospective employee, will certainly try my best to get the best and as required by the company. Attempts to get good candidates surely the company must do an effective job with the opening. Implementation of the job opening and selection process is one method to locate and determine the employees who will accept or decline the company. Companies using the system a good job opening, it is expected that companies find prospective employees in accordance with the required position. Efforts are being made which was to keep the process of staffing appropriately.

The efforts made by Aston Hotel Jember it says that job rotation is a process where the transfer of an employee in the organization of work planned rotation that has the data and the schedule planned, which is exactly unplanned each program for each employee. Job rotation function for human resource development work rotation is believed to provide many other benefits for the organization, the rotation can prevent boredom and can reduce employee turnover.

Indirect benefits, job rotation for the organization is when employees have broader skills in various fields of work, making it easier to work scheduling, manage employee leave and adaptation to the change. Besides it the library's ability to adapt to change is the very thing needed to survive in today's conditions, where the change is su atu common thing and is faster from time to time in accordance with the position that is being run during this time. Shape the policy carried out by Aston Hotel Jember as a base in the process of staffing stiffened in an effort to maximize the potential of employees in the work at institution.

According Siagian (2003: 168) defines that "the theory of human resource management that

sophisticated stressed that placement applies not only to new employees, but also apply to long serving employees who have over the duties and mutation". The following forms of employment: 1) Promotion, is the transfer of employees from one job to another job responsibilities and a larger income and higher positions in the hierarchy of the company higher. 2) transfer duties / transfer, a transfer of employees from one position, which has the same responsibility, same salary and the same organizational level ". 3) Demotion, is the transfer of an employee from another position that has responsibility lower, lower salaries and organizational level is lower, demotion associated with the imposition of a disciplinary sanction for the following reasons: a) negative assessment by the employer for work performance is not satisfactory and b) Conduct a dysfunctional employee.

4. Work Placement Procedures on Employees Aston Hotel Jember

Placement of employees is a management effort to fill any vacant position in an organization with qualified employees in times of need. The process of the placement of employees in the company for the field of interest and expertise in possessed as well, because it affects the productivity of the company. The placement process is good and right will make employees passionate about working, because the field that they do is what is in demand by itself and the work it is something that is mastered well. This condition is an important thing to do evaluations in their efforts to realize these objectives, where one of them through the timely implementation of the placement of employees.

The procedure in the placement of employees based on their corporate policies related to performance evaluation activities undertaken by the management as a basis in determining the placement policy work done by the management. The next procedure is derived from job analysis conducted by the management associated with their position or vacant positions, the number of employees and the need for efforts to improve employee career paths. Besides working procedures are also assigned to employees who have a good performance in accordance with the provisions set by the company, employees who have a working period up to 2 years in a particular work unit will do rotational positions aimed at the refreshment with the atmosphere and working environment new. So it can be said that the work placement procedure is a process associated with

the company's efforts to put the employees in accordance with the proportions and working ability possessed by improving employee performance expectations can be implemented optimally. Job placement procedure is a chronological order to place the right employees in the right position as well.

Siswanto (1989: 98) defines that "staffing procedures taken are output decision making undertaken by managers employees especially the placement of employees, both of which have been taken based on rational considerations as well as scientific objective". Job placement based on workload analysis and job analysis as the company's efforts to improve corporate performance through efforts to maximize the working potential possessed by each employee.

5. Problems Faced in Human Resources Information Systems Aston Jember

In the human resources information systems at the Aston Hotel Jember there are some problems that their employees' efforts not to follow the procedure of placement of employees made in the process of staffing problems. When viewed from the procedure established by Aston Jember be known precisely in the implementation of staffing so that programs are set capable of supporting the activities of the employees in the company.

Regarding the factors that constrain and support the implementation of information systems Human Resources Aston Jember is known that there informant who said that the obstacle comes from within the employee and also from inaccuracies in employment so that maximum results have not been able to be achieved by employees in the work in the company.

Besides the problems that occurred that is the discrepancy between the employee will be placed at the required position, causing the employee to carry out his work is not optimal. The facts demonstrate that the agency has not been optimally in providing support or guarantee that the activities do not correspond with the efforts to achieve the goals set. Employees themselves are not yet ready to occupy new positions so that the work to be completed is having problems, and employees do not understand the meaning of the placement of the employee so that the entire activity of the employees are not optimally performed. Some of these problems can lead to problems related to the policy of staffing or employees in the company.

Obstacles in the process employment that employees are the employees themselves, so that

all forms of problems related to the effort to employee placement process is not fully in line with expectations of employees. Policies on employment needs to be implemented carefully with full consideration. Job placement also requires a willingness on their own regardless of the purpose of the organization, therefore, in the organization of their work placements can either give an explanation so that it can perform the task well, according to the workload of responsibility (Siswanto, 1989: 66). Placement of an employee should fit between the capabilities and the type of work that will be addressed, in addition to be in accordance with the procedures and work discipline that is easily understood by the workers concerned that problems in the placement of employees can be avoided.

6. Results of Analysis Effectiveness of Implementing Human Resource Information Systems Aston Jember

Effectiveness analysis was conducted to determine the extent of the application of human resource information system in ASTON Hotel Jember has been run in accordance with the provisions and expectations. Qualitatively this time ASTON Hotel Jember not apply information. Human resource information system implemented by Aston Jember can be seen that the implementation of the process of human resource information already done well at Aston Jember. This condition can be indicated by the placement of work carried by the company providing support to maximize the potential of employees so as to provide assurance that the operational activities can be run in accordance with the expectations of employees.

Policy of work placement employees have benefits in accordance with the company's expectations so that it has the support of the finalization of the work performed by the employee. Experience working on similar jobs should get consideration in the placement of employees. Reality shows the longer the employee works, the more experience of the employee concerned, on the contrary the brief period of employment, the less experience of the employee. The level of success in the process of establishing policies regarding employment that is shown on the ability of employees in the process of completion of the work. The form of data processing in the human resources employee Aston Jember namely through promotion policy.

CONCLUSION & SUGGESTION

Conclusion

1. The human resources information system applied by ASTON Hotels Jember can be seen that the implementation of the process of human resource information is already done well at Aston. This condition can be shown by the placement of the work done by the company to provide support to maximize the potential of employees so as to provide assurance that the operational activities can be run in accordance with the expectations of employees. Policy work placement employees have benefits in accordance with the company's expectations so that it has the support of the finalization of the work performed by the employee. The experience of working on similar work should receive consideration in the placement of employees. Reality shows the longer the employee works, the more experience of the employee concerned, on the contrary the brief tenure. The success rate in the process of establishing policies regarding job placement is shown on the ability of employees in the process of completion of the work. The shape of the human resources data processing on Employees Aston Jember namely through promotion policy.

Suggestion

1. It is expected that the hotel management has always strives to provide support to employees in an effort to maintain good relations between employees in the company, so that policies on human resources information system can be run in accordance with the conditions set by instansi.
2. The management is expected to always strive to support every effort made by employees in order to improve employees' understanding of the work that is the responsibility of each employee. Efforts to do that is by providing guidance to employees to work in accordance with the conditions set so that the activities of human resources can be used optimally in the work institution.
3. In order to create a positive attitude of employees towards employment that is their responsibility to be expected instansi always seeks to specify which policies on You keep workers must be completely in accordance with the needs and positions of employees. The policy was made in order to provide

assurance that employees are able to complete the work assigned to employees and employment policy giving effect to the agency and the employee so that the level of effectiveness of human resource information system can be optimally performed by the company.

- a. The process of recruitment should be done openly so that companies get employees really correspond to the specifications of the task or job to be done.
- b. Efforts to support the quality of employee then the company should pay attention to the quantity of the training activities carried out so that attempts to maximize the potential of employees can be optimally performed.

REFERRENCCESS

- Astalin, Phrasant K. 2013. *Qualitative Research Design : A Conceptual Framework. International Journal of Social Science & Interdisciplinary Research* : 118-124.
- Bangun, Wilson. 2012. *Manajemen Sumber Daya Manusia*. Bandung : Erlangga.
- Creswell, John W. 2007. *Qualitative Inquiry and Research Design*. California : Sage Publication.
- Daft, Richard L. 2006. *Manajemen. Sixth Edition*. Jakarta : Salemba Empat.
- Davis, G.B. 2007. *Kerangka Dasar Sistem Informasi Manajemen*. Jakarta : PT. Binaman Pressindo.
- _____. 2002. *Kerangka Dasar Sistem Informasi Manajemen. Bagian 1 Pengantar*. Jakarta : PT. Pustaka Binaman Pressindo.
- Funsho. 2012. *Distinguish Between Primary Data and Secondary Data*. [online]. (<http://www.studymode.com/essays/Distinguish-Between-Primary-Data-And-Secondary-932531>). Html, accessed 08/03/2015 11.56 WIB.
- Handoko, T.H. 2006. *Manajemen Personalialia dan Sumber Daya Manusia. Edisi 2*. Yogyakarta : BFPE.
- _____. 2008. *Manajemen Personalialia*. Yogyakarta : BPFE.
- Hasibun, Malayu S.P. 2011. *Manajemen Sumber Daya Manusia*. Jakarta : Bumi Aksara.
- H.M Jogiyanto. 2001. *Analisis dan Desain*. Yogyakarta : Andi Offset
- _____. 2001. *Analisis dan Desain Sistem Informasi : pendekatan terstruktur teori dan praktek aplikasi Bsnis*. Yogyakarta : Andi Offset.
- Ivancevich, Konopaske, Matteson. 2006. *Perilaku dan Manajemen Organisasi*. Jakarta : PT Erlangga.
- Jack T, Marchewka. 2010. *Information Technology Project Management*. 3rd Edition. Hoboken : John Wiley & Sons, Inc.
- Loundon & Loundon. 2007. *Management Information System : Managing the Digital Firm. 10th Edition London. Prentice Hall Internasional, Inc*.
- Mangkunegara. 2006. *Manajemen Personalialia. Edisi VII Jilid II, Terjemahan Alponso S*. Jakarta : Erlangga.
- McLeod, Raymond. 2001. *Sistem Informasi Edisi 7 Jilid 2*. Jakarta : Prenhallindo.
- _____. 2004. *Sistem Informasi Manajemen*. Jakarta : PT. Indeks.
- Mohyi, A. 2012. *Teori dan Perilaku Organisasi*. Malang : UMM Press.
- Noe, Raymond A. Et. Al. 2010. *Human Resources Management, Gaining Competitive Advantages. 3th Edition*. Mc Graw – Hill.
- Robbins, Stephen P. And Coulter, Mary. 2010. *Manajemen Edisi Kesepuluh*. Jakarta : Erlangga.
- Simamora, H. 2002. *Manajemen Sumber Daya Manusia*. Yogyakarta : STIE, YKPN.
- Sulistiyani, Ambar T dan Rosidah. 2009. *Manajemen Sumber Daya Manusia*. Yogyakarta : Graha Ilmu.
- Sondang P, Siagian. 2003. *Teori dan Praktek Kepemimpinan*. Jakarta : PT. Rineka Cipta.
- Sugiyono. 2011. *Metode Penelitian Kuantitatif, Kualitatif, R&D*. Bandung : CV. Alfabeta.
- _____. 2012. *Memahami Penelitian Kualitatif*. Bandung : Alfabeta.
- Sutojo, Siswanto. 1987. *Manajemen Tenaga Kerja Indonesia*. Jakarta : PT. Bumi Aksara.
- Wibowo. 2007. *Manajemen Kinerja*. Jakarta : PT. Raja Grafindo.
- Yin, Robert K. 2011. *Qualitative Research from Start to Finish*. New York : The Guilford Press.