Design of Information System Human Resource Management

W Novianti1*, F Qadri2
1Departemen Manajemen, Universitas Komputer Indonesia, Indonesia
2Departemen Sistem Informasi, Universitas Komputer Indonesia, Indonesia

Email : *windi.novianti@email.unikom.ac.id

Abstract. The purpose of this research is to design an information system for managing human resources in order to make it easier for managers to plan or make decisions. This study used qualitative research methods. The result was to design a web-based human resource management information system that made the management of human resources easier and faster. The human resource management information system allows employees who work outside the office to be able to do attendance remotely and managers can manage data on the attendance of existing employees.

1. Introduction
Information or data can be manipulated by an electronic device called the computer. The public sees computers as having great potential to contribute to the needs of companies, one of which is in management information systems [1]. The management information system is a system used to convert existing data into information [2]. Existing information is used to make decisions or make effective planning. Success in making important decisions is considered the core of management information systems and is highly dependent on the information available [3]. Information management systems provide information to managers in the form of reports or views [4]. An example is the computer network and web browser used by sales managers to get information about sales results that will be used to be evaluated by each sales division [5].

Management information systems can be used to monitor a company and it explains the components and management of human resources to ensure the functioning of a company, therefore a system for managing human resources is needed [6]. The main goal of human resource management is to achieve success and competitive advantage [7]. In Managing Human Resources, if the quality of human resources used is good it will direct to the goals set by the company [8]. The function of human resource management is not only used in recruitment but also can handle human resources as a whole [9]. From that perspective, we can determine the information management system can help managers to make rational decisions and it will direct the company better [10].

The purpose of this research is to design an information system that can help in managing human resources in decision making, using qualitative research methods.

2. Method
The method used was qualitative that is by making indirect observations that utilize articles, journals or the web relating to the management of human resource information systems.
3. Results and Discussion
Figure 1 is the design of the login page. Users need to fill in a user name and password. After pressing the Enter Button, the system will check the user name and password, if the user name and password are correct, it will enter the main menu.

![Login Page](image)

**Figure 1. Login Page**

Figure 2 shows if the login data has correct it will appear the attendance page, the employee can fill the attendance. The employee that fills in the attendance list must upload a photo then press the Absent button but if the employee is sick then only need to press the sick button.
Figure 2. Attendance Page

Figure 3 shows if the employee wants to leave, then the employee must fill in the reasons for leave that will be reviewed by the manager.

Figure 3. Leave Permission Page

Figure 4 shows if the employee wants to change their profile account, the employee needs to change the pre-filled data. After changing data, employees need to press the enter button so the system changes the profile following the data that has been filled.
Figure 4. Profile Page

Figure 5 shows that employees can change their account passwords by entering all text input. Then press the change button so the system can change the account password.
Figure 5. Account Page

Figure 6 shows if the user uses a manager account, the system will move to the manager's attendance list page. The manager will be able to see who was present on the day or the previous day, the manager can see the attendance report in the form of a file by simply pressing the report button.

Figure 6. Manager Attendance Page

Figure 7 shows if the manager allows permitting the employee if leave permission is needed, then the manager only needs to select the list of employees that are permitted then press the enter button.
Figure 7. Manager Leave Permission Page

Figure 8 shows is to see the profile of all employees. Managers can receive their employee profile reports by pressing the report button.

Figure 8. Manager Account Page

The function in Figure 9 is to add, delete, edit of the employee as well as manager data. The manager can press reports to get the account reports that are in the system.
4. Conclusion
Based on this research, it can be concluded, that the design of human resource management information systems made the management of human resources easier and faster. The human resource management information system allowed employees who work outside the office to be able to do attendance remotely and managers could manage data on the attendance of existing employees.

Acknowledgement
The authors would like to thank the various parties who have helped in conducting this scientific work.

References
[1] Shah, M. 2014. Impact of management information systems (MIS) on school administration: What the literature says. Procedia-Social and Behavioral Sciences, 116, pp. 2799-2804.
[2] Sugandi, L., & Kurniawan, Y. 2018. The Influence of Information Technology on the Information and Service Quality for the Teaching and Learning. International Journal of Emerging Technologies in Learning (iJET), 13(12), pp. 230-237.
[3] Al-Mamary, Y. H., Shamsuddin, A., Hamid, A., & Aziati, N. 2014. Factors affecting successful adoption of management information systems in organizations towards enhancing organizational performance. American Journal of Systems and Software, 2(5), pp. 121-126.
[4] Ikechukwu, N. P., Okechukwu, A., Erastus, B., & Epelle, S. E. 2019. Management Information System and Organizational Success in a Competitive Environment: A Study of Small-Scale Businesses in Port Harcourt. International Journal of Engineering and Management Research (IJEMR), 9(4), pp. 93-101.
[5] Lemchi, Y. H. D. (2018). Management information system and organizational performance of Seven-Up Bottling Company in Aba and Port Harcourt. International Journal of Economics and Business Management, 4(4), pp. 55-61.
[6] Munirat, Y., Sanni, I., & Kazeem, A. 2014. The Impact of Management Information System (MIS) on the Performance of Business Organization in Nigeria. International Journal of Humanities Social Sciences and Education (IJHSSE), 1(2), pp. 76-86.
[7] Kachanakova, A., & Urbancova, H. 2015. Practical application of selected theoretical knowledge in human resources management. Економічний часопис-XXI, (1-2 (1)), pp. 48-51.

[8] Wang, M. 2018. A Framework of Performance-Oriented Workplace e-Learning. In E-Learning in the Workplace (pp. 95-103). Springer, Cham.

[9] Wardhani, N. K., & Aziz, M. T. A. 2018. Sistem Informasi Manajemen Sumber Daya Manusia Berbasis Web (Studi Kasus: Pt. Klik Teknologi Indonesia). Jurnal Techno Nusa Mandiri, 15(2), pp. 145-152.

[10] Munirat, Y., Sanni, I., & Kazeem, A. 2014. The Impact of Management Information System (MIS) on the Performance of Business Organization in Nigeria. International Journal of Humanities Social Sciences and Education (IJHSSE), 1(2), pp. 76-86.