Information Technology on Employee’s Daily Evaluation System Software

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Abstract. The purpose of this study is to conduct a systematic review of employee’s daily evaluation information system. This research focuses on the website interface. The approach method used by the authors in this study is a Systematic Literature Review (SLR). The results of SLR is based on the main indexing databases which are Google Scholar and ResearchGate. Google Scholar index has 26 papers and the ResearchGate index has 3 papers on electronic performance. Employee’s daily evaluation system software can assist leaders in evaluating employee performance.

1. Introduction
The development of technology and information is developing so fast and rapidly. Information Technology (IT) helps companies to develop and experience rapid growth every year. Corporate managers choose to use IT to interact efficiently [1]. Information technology is a tool that helps humans to produce, manipulate, store, communicate, and convey information [2]. Information technology is a computer-based information system that plays an important role in information technology business and helps all types of businesses. Information technology also increases the efficiency and effectiveness of business processes, decision making, and the cooperation of working groups to strengthen cooperation in competition [3]. In general, evaluation can be interpreted by assessing, granting numbers, and reviewing. In a more specific sense, evaluation can also mean information that provides value or benefits to a company [4]. Information technology is human engineering of the process of delivering information from the sender to the recipient so the information transmission become faster, more extensive, and longer storage [5]. One of the information systems for conducting an Employee Daily Evaluation is the Human Resource (HR) Information System, this software makes it possible to track human resource data, including employee payroll and productivity [6].

Evaluation is carried out to achieve various objectives in accordance with the object of the evaluation. The objectives of conducting an evaluation include measuring the effect of the program on the community, assessing whether the program has been carried out according to plan, measuring a program's implementation in accordance with standards, developing program staff where evaluation can be used to develop staff capabilities and providing input to program leaders regarding staff performance in serving the community if there is low staffing capacity, development needs to be done immediately, other evaluation objectives are to meet the provisions of the law, program accreditation, make decisions about the program, as well as provide feedback to the leadership and program staff [7]. Evaluation is a comparison between the objectives to be achieved in solving problems with actual events, it can be concluded with the final analysis of whether a policy must be revised or continued [8]. Performance appraisal is a management system designed to evaluate the quality of individuals working in an
organization or company [8]. Performance appraisal is the process of evaluating or deciding how a person functions [9]. User Interface Design (UID) involves interaction between users, hardware, and software such as browser, internet connection, mouse, and keyboard [10]. In creating UID, color is one of the important elements in making a website, it is preferred to include colors that can create emotion, motivation, and persuasion, it also makes the Web is more attractive and comfortable in terms of navigation [11].

This paper adopts an SLR methodology, to study problems and solutions related to UID in the web-based Daily Evaluation System. The SLR method is used to identify the strengths, gaps, and weaknesses of the UID. Thus, this SLR is used to collect paper related information to UID based on the WEB [10]. In carrying out SLR, there are four steps namely (a) a list of related disciplines, (b) database scoping, (c) determining the time period, and (d) determining the target design elements [12]. The purpose of this study is to do a systematic review of the information system employee’s daily evaluation. This research focuses on the website interface. The approach method used by the authors in this study is SLR. The results of an SLR based on the main indexing databases are Google Scholar and ResearchGate.

2. Method

The method used systematic literature review (SLR) to find out problems and solutions in using a daily performance evaluation website [10]. In this research, SLR methodology can be used for employee's daily evaluation. Systematic literature is based on database indexing which is Google Scholar, this stage includes direct observation to the South Bangka Regency Communication and Information Department and direct interviews with employees at the Office of Communication and Information about the daily performance evaluation website.

3. Results and discussion

Based on the results of the Systematic Literature Review (SLR) based on the main indexing database is Google Scholar and ResearchGate. Google scholar indexing has 26 papers and ResearchGate indexing has 3 papers on e-performance. Job performance evaluation is the process of an organization in evaluating or assessing employee performance. This activity aims to improve personnel decisions and provide feedback to employees on the implementation of their performance within the company. Performance appraisal consists of three steps, namely: defining work, assessing performance and providing feedback [13] (see Figure 1).
Verification of login credentials is security to enter the website [14]. Figure 1 shows the login feature, which is important in maintaining data that is on the website. To access the web, you need access rights which only belong to employees who work at the Communication and Information Office and only civil servants can access the website of this daily evaluation system. There are two users in this application, namely the admin and user (see Figure 2).

Figure 1. Login Display

Figure 2. The Main Menu Display of Daily Evaluation System

Figure 2 shows the Main Menu after an employee has successfully logged in. This menu appears if the user clicks on the Home menu. Here there are various menu choices that are commonly used by
employees to input activities, such as editing profiles, monthly activities, monthly reports, and others (see Figure 3).

Figure 3. Display of the Annual Activity Menu

Figure 3 shows the menu of Annual Activities. The data of the Annual Activities have to be input by the employee. This page displays the target quantity and actions of the proposed activities. The purpose of the action is whether or not the proposed activity is carried out (see Figure 4).

Figure 4. Display of Monthly Activity Menu
Figure 4 shows a menu of monthly activities, the monthly activity menu contains annual activities that have been broken down into more detail. In the monthly activity, there is a quantity target which is how many times the employee has carried out the proposed activity. If the activity is carried out in accordance with the input, the result given by the section head is 100% and the information is achieved if it is not appropriate then only a value of 50% is given and the statement has not been reached (see Figure 5).

Figure 5. Display Menu of Subordinate Monthly Activities

Figure 5 shows the subordinate monthly activities, where the result is 0% and the information is not yet achieved. This can happen because the employee did not complete the proposed activity and did not reach the target of his work. Easily the section chief of the employee can immediately conduct an assessment with the existence of this daily evaluation system (see Figure 6).

Figure 6. Display Menu of Daily Activities
Figure 6 shows the Daily Activities menu, it has been broken down into more detailed than monthly activities. In the monthly activity, there is a quantity target that is how many times the employee has carried out the proposed activity. If the activity is carried out according to what is proposed, then the employee status column will be given a thumbs up symbol and if it is not carried out as proposed, the employee is given a cross symbol in the data column (see Figure 7).

Figure 7. Display Menu of Subordinate Daily Activities

Figure 7 shows the subordinate daily activities which are explained in more detail in the task classification column. If the activity is carried out in accordance with what is proposed, the status given by the section head is a thumbs up symbol and if it is not carried out according to what is proposed, then a cross symbol will be given in the data column (see Figure 8).

Figure 8. Display the Report Menu
Figure 8 shows the activity report that was searched according to the year. Annual activity reports can be obtained from monthly and daily activities that have been rated. In the results column, there are various results from the activities that have been proposed, from 0% to 20%. In the column of average quality, there is also an average value obtained and it points to recommendations whether the employee’s performance should be improved or not (see Figure 9).

Figure 9. Display Subordinate Monthly Report Menu

Figure 9 contains subordinates monthly report in which there are results, quality and average value given by the head of the department in accordance with the activities that have been achieved or completed. Besides that, in the report there is also a monthly credit achievement value up to the benefits that can be received by the employee (see Figure 10).

Figure 10. Display the Library Menu
Figure 10 is a library of all proposed activities. In this library, every employee can look for activities in previous and this year by filling in the code and name of the activity. With this library, it is easier for employees to find activities that have long been proposed. A Systematic Review of the information system Employee’s Daily Evaluation using SLR, using Google Scholar indexing, based on Google Scholar search results yielded as many as 26 papers and ResearchGate indexing has 3 papers about e-performance [10]. The use of daily evaluation system software is helpful for employees in proposing activities such as annual activities, monthly activities, and daily activities. With this software, it is very easy for department heads to assess employee performance. Assessments in various aspects of employee performance are given by superiors as corrections so that employees can improve performance. With a daily evaluation system, the software provides benefits in the performance of all employees in the department because the assessment results provided are more detailed and more accurate.

4. Conclusion

This study shows a systematic review of the Employee Daily Evaluation information system using Google Scholar indexing, based on Google Scholar search results that produced 26 papers and ResearchGate indexing has 3 papers on e-performance. Doing a daily evaluation software can assist leaders in checking employee performance and evaluating employee performance.

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