

ABSTRACT

Digital transformation has become a strategic necessity for companies in human resource management. PT. Daekyung Indah Heavy Industry faces challenges in managing absence and overtime requests, which are still handled manually, potentially causing issues in record-keeping and approval workflows. This study aims to develop the back-end of a web-based Human Resource Management System (HRMS) using the ICONIX Process method for absence and overtime request features. The development process follows the stages of requirements, requirements review, analysis/preliminary design, preliminary design review, detailed design, critical design review, and implementation using Laravel framework and MySQL database. The research results in an information system that implements an approval workflow based on user roles, encompassing five user roles which is admin, staff, manager, HRGA, and director within a single web platform. This study contributes to the development of digital solutions to support submitting and approving absence and overtime requests within a web. Based on the conducted black-box testing, the system can effectively handle request submissions and operate according to the company's needs. The implementation of the ICONIX Process in this development has proven to be effective in building a structured system aligned with digital transformation in today's global era.

Keywords : Human Resource Management System, ICONIX Process, Absence Submission, Overtime Submission, Back-End, Approval Workflow.