

ABSTRACT

Information technology has an important role in managing Human Resources (HR) in an organization, especially in today's digital era. PT Daekyung Indah Heavy Industry currently still uses a paper-based manual absence and overtime submission system. This manual system risks causing damage or loss of data, and is prone to data recording errors related to managing employee absences and overtime. This research aims to develop a front-end Human Resource Management System (HRMS) application that allows employees to submit, verify, and monitor absence and overtime requests digitally. The method used is the ICONIX Process, which combines two main workflows, namely dynamic workflows that focus on system behavior and interaction with users, and static workflows that focus on system structure and relationships between objects. This method consists of the stages of requirements, requirements review, analysis/preliminary design, preliminary design review, detailed design, critical design review, and implementation. The results showed that the application developed successfully changed the process of submitting absences and overtime that previously used paper media to digital. Testing of the application was carried out using black box testing, which aims to validate the functionality of the system as a whole. The results of this test prove that the system has functioned in accordance with the needs and expectations desired by users.

Keywords : Human Resource Management System (HRMS), Front-End, ICONIX Process, Absence Submission, Overtime Submission.