

## ABSTRACT

Digital transformation has become a strategic necessity for manufacturing companies in human resource management. PT. Daekyung Indah Heavy Industry faces challenges in manual operational management, particularly in room booking processes that still rely on verbal communication, potentially leading to management errors, and payslip management that still uses physical files from calculation to archiving processes. This research aims to develop a web-based Human Resource Management System (HRMS) back-end application using the ICONIX Process method for digital payslip and room booking features. The development method is carried out through requirement, analysis, design, and implementation stages using Laravel and MySQL technologies. The research resulted in an information system capable of transforming manual processes into digital ones, with main features including digital payslip management and room booking processes. The system integrates five user roles (admin, staff, HRGA, director, and manager) in a single web platform. This research contributes to the development of digital solutions for human resource management, where the resulting system has been accepted by the company based on testing results. The use of the ICONIX Process method has proven to help create an information system that is responsive and aligned with the company's digital transformation needs in the current era of globalization.

**Keywords :** HRMS, ICONIX Process, Digital Payslip, Room Booking, Laravel

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