

## ABSTRACT

Employee data management at PT. Central Inovasi Digital is still conducted manually through personal messages and non-integrated spreadsheet records, which causes several issues such as difficulties in monitoring employee attendance, leave requests, employment contracts, and payroll calculations accurately and efficiently. These conditions make administrative processes less effective and create challenges for management in compiling reports and making timely decisions. To address these problems, a Human Resource Information System (HRIS) was developed to manage attendance, leave, employment contracts, payroll, and employee management in an integrated manner through web and mobile applications. The system is designed to support employee data management in real time. The system development was carried out using the Scrum method, which enables an iterative development process through several sprint cycles so that system features can be continuously adjusted to user needs. The system design utilized Unified Modeling Language (UML), including use case diagrams, class diagrams, activity diagrams, and sequence diagrams. System testing was conducted using the black box testing method to ensure that each feature functions according to the defined functional requirements. The testing results indicate that the developed system operates properly and is capable of managing employee data in real time according to the specified system requirements.

**Kata Kunci** : Human Resource Information System, Scrum, Employee Information System, Attendance Management, Web and Mobile Information System.