ABSTRACT

The development of information technology drives digitalization in operational process management across various sectors, including employee training management in companies. Employee training is a corporate obligation regulated under the Minister of Manpower Regulation Number 6 of 2024 and serves as an important instrument in developing human resource competencies. PT Glory Industrial Semarang, a garment company, still manages its training processes non-digitally, handled by only an administrator. This condition leads to recording errors, inaccurate attendance data and delayed recapitulation that may affect the company's compliance with applicable regulations. This study aims to design and develop a web-based employee training management application called SILANSILAT using the ICONIX Process method. System development was carried out through the requirements, analysis and preliminary design, detailed design, and implementation stages. The application was built using the Laravel framework with a MySQL database and developed for three actors: administrator, supervisor, and employee. The main features include employee data and training type management, training scheduling, attendance form generation via QR Code with location validation using geofencing technology, attendance monitoring by supervisors of each unit, and attendance recapitulation export in PDF, CSV, and XLS formats. Black Box Testing results showed that all functional requirements of the system perform according to the planned scenarios. Thus, the SILANSILAT application successfully digitalizes employee training management at PT Glory Industrial Semarang in a centralized and structured manner, while distributing the administrator's workload by involving supervisors in the attendance monitoring process.

Keywords : ICONIX Process, Web-Based Application, Employee Training Management Application, Digital Attendance, Scheduling