Implementation of Human Resources Information System in Employee Recruitment and Career Development Activities

Sharon Ravenska Puimera[1], Yustina Ertie Pravitasmara Dewi [2]

[1,2]Faculty of Economics and Business, Universitas Kristen Satya Wacana, Salatiga, Indonesia
212018109@student.uksw.edu, yustina.dewi@uksw.edu

Abstract

Technological developments and business competition require companies to be able to compete. Employees must be appropriately managed as one of the company's assets. Therefore the company needs a human resource information system. Human resource information systems help work to be more efficient and effective. This study aims to determine the implementation of human resource information systems in employee recruitment and career development of employees at PT Bahtera Wiraniaga Internusa. The research method uses a qualitative approach and the type of descriptive research. The human resource information system becomes a database for recruitment activities and a tool for evaluating employee performance in employee career development activities.

I. Introduction

The times have brought changes to increasingly advanced technology; technology makes work faster, more precise, and accurate, and even confidential matters can be guaranteed more secure (Wulandari and Yamasari 2012). Technology in the company is exciting because almost all company activities use technology to significantly increase the efficiency and effectiveness of the company's work (Putri 2019). Armand Hartono, Vice President Director of Bank Central Asia (BCA), on the Kompas.com page, stated that the purpose of technology is to simplify human life (Uly 2021). The company is said to have achieved its goals depending on the team's ability to manage the company (Rini and Saputra 2021). Managers, in this case, are tasked with managing resources that come from business activities and computers so they can be used effectively (Wijoyo et al. 2021). When carrying out their duties, managers require different information to match the existing tasks (Purnama 2016).

Purnama (2016) states that conceptual resources that contain information (including data) and physical resources such as humans, materials, machines (facilities and energy), and money need to be synergized in order to produce practical benefits for the company. Information, which is processed data that has meaning for its users, requires a system consisting of humans, machines, procedures, or other elements to provide information to all levels of the company whenever needed (Mursid 2016). Sudiro, Rahandian and Prima (2011) state that management information systems can change data on the frontline system into a transaction management system into helpful information for managers. The management information system has various sub-systems, including a human resource information system (Budiyanto 2013). Meiastoko, Kertahardi and Susilo (2013) argue that an essential factor in human resource management is a human resource information system that affects personnel activities to see the company's ability to obtain, store, maintain and use personnel information. Human resource information systems have advantages in

management, namely, HR planning, employee use, HR development, and recruitment (Zainal et al. 2018).

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Hilqoh, Suhardiyah and Noerchoidah (2021) argue that recruitment is a process of attracting applicants who meet the company's needs to be able to work for the company. Mathis and Jackson (2012) state the same thing: recruitment is an activity to collect applicants who have the qualifications needed by the company to be able to work. Recruitment is an identification activity to make applicants interested in applying for current and future jobs (Jurdi, 2018). Putri (2019) stated that recruitment has a function that guides managers when placing workers in their company, namely "The Right Man on the Right Place." A good recruitment process is expected to impact the company's development and obtain quality resources (Putri 2019).

Career development is the interaction and growth of the company through employee careers, thus making this activity meaningful for the company and the employees themselves (Supeni and Sujana 2021). Marwansyah, in the journal Karen, Tewal and Walangitan (2021) stated that career development is a self-development activity to achieve career goals. Employee career development depends on the employee's desire, but support from the company and superiors is also needed to encourage employees so that career development management can produce significant increases for the employees themselves (Munir et al. 2022). Career development is an ongoing formal activity to increase existing resources by aligning the needs of the company and employees to ensure that the qualifications and experience of others are there when the company needs them (Muhlis, Palampanga and Mahardiana 2016). Employees who have well prepared a reasonable and realistic plan for their career goals cannot be realized if there is no systematic and programmatic career development relationship from the personnel department of a company (Sulu, Mangantar and Taroreh 2022).

Previous research conducted by Soleh, Hidayat and S (2019) stated that the human resource information system had not been appropriately computerized, so the recruitment and selection system has not been able to run correctly, coupled with the large number of applicants making the company incorrectly register employees due to mistakes. When entering variables on the computer. In their research, Susanto, Pujianto and Asmanto (2022) state differently that the role of information systems in the recruitment process, online selection, and online interviews proves that information systems support career development and employee competence.

Previous research conducted by Batool, Sajid and Raza (2012) regarding the relationship of human resource information systems to career development explained that human resource information systems have a significant role because of the availability of appropriate information to save time. However, there are obstacles such as technical problems, employees who cannot operate the system properly, and increasing company expenses. With its shortcomings, the human resource information system still allows employees to carry out career development activities. This is in line with Panjaitan and Sianipar (2017) research, which states that the improvement of the hope of having a human

resource information system will positively influence the career development of ASN in the city of Medan. Panjaitan (2018) in his research, stated that the human resource information system affected the quality of internal services, which led to an increase in ASN career development in the city of Medan. This research will raise similar things from a different point of view which is adapted to the selected research object.

PT Bahtera Wiraniaga Internusa, as the object of research, is a sole distributor whose products are widely distributed throughout Indonesia. PT Bahtera Wiraniaga Internusa certainly makes human resources more needed in this company. Human resources that number in the hundreds more, of course, make the company unable to monitor the existing individuals one by one manually. Therefore, a human resource information system is needed to monitor many employees. The formulation of the research problem is: (1) How is the implementation of the human resource information system on employee recruitment at PT Bahtera Wiraniaga Internusa? (2) How is the implementation of the use of human resource information systems on employee career development at PT Bahtera Wiraniaga Internusa? The purpose of this study was to find out what the implementation of a human resource information system on employee recruitment and career development at PT Bahtera Wiraniaga Internusa looks like.

This research is expected to be a scientific reference for further research in the future, which will raise similar topics with different perspectives. The results of this study are also expected to be useful for readers as a medium for adding insight into the field of human resource management, especially in human resource information systems. The company as a place of research is expected to benefit from this research, with optimal management of human resource information systems.

II. Review of Literature

2.1 Management Information System

A management information system is a computer-based system that provides information for users with similar needs (Reymond 2019). Arisandy, Harpepen and Kurniawan (2017) define a management information system as providing accurate, precise, and relevant information for managers to make decisions. Hartono (2013) argues similarly that a management information system is a system with an organized series of various components that function simultaneously to produce information that will be used by company management. Management information systems have a multidimensional nature, which makes no theory that can explain itself thoroughly about this management information system.

According to Hartono (2013), there are four dimensions of management information systems: the first dimension of expertise; in this system, two areas are needed, namely the expertise of information systems organized for people to identify information; designing information systems; prepare a master plan and backup plan; manage; lead; monitor; as well as evaluating the performance of information systems, both technical skills to manage management information systems for work effectiveness and efficiency. The second dimension is the organizational dimension, which can be seen from the company's essential elements: company policies; human Resources; organizational structure of the company; business process, corporate politics, and culture. The third dimension, namely the dimensions of management, information systems, and management, has a solid and inseparable relationship; management tools are said to be effective if the information system is sound. The fourth dimension is the technology dimension, which relates to technological devices and technology, where management technology relates to data such

as files and databases, data design and management, and presentation of data and information. Then telecommunications and network technology contain data and information, then the equipment in question is in the form of paper, physical equipment, and helpful software for programming hardware to function.

2.2 Human Resources Information System

Budiyanto (2013) argues that the human resource information system is a data management information system subsystem of the management information system. Reymond (2019) argues that a human resource information system is a system that helps make it easier for management to make decisions on planning, recruitment, placement, training, and human resource development in companies. Human resource information systems can obtain the information needed and become an option related to other HR plans (Rusjiana 2016). Dewi (2013) argues that human resource information systems can support a company's thinking system with a strategic and visionary vision and mission. The procedure for collecting, archiving, retaining, withdrawing, and confirming the data that companies need to improve HR decisions is the meaning of a human resource information system (Zainal et al. 2018). It can be concluded that the human resource information system is a system that contains information that can help the work of the organization. This study uses the definition from Reymond (2019).

Human resource information systems have characteristics according to Henry Simamora in Arisandy, Harpepen and Kurniawan (2017) namely, human resource information systems need to be designed to provide timely information when presenting information, the information provided is accurate, concise, and precise information, information relevant or only needed in certain situations, and information must be complete and complete in all aspects. According to Sjamsuridjal and Masrofah (2019), , the human resource information system has three dimensions: input, database, and output. The first dimension is input, which is a data input procedure in the form of information from employees that have been collected accurately and information on the company's HR research report. The second dimension, namely the database, can be seen from the personnel information system database and the marketing information system database, constantly updating or adding new data to existing data. The third dimension, namely output, needs to be processed to produce output for its users by looking at the compensation subsystem and financial report subsystem.

According to Arisandy, Harpepen and Kurniawan (2017) the primary purpose of a human resource information system is to increase efficiency and reduce manual writing activities, but with an automated system and the availability of information, it will be much better. This opinion is in line with Dewi (2013) that with the existence of a human resource information system, it will be more efficient in saving time, and costs, and is accurate and quickly processed. Implementing human resource information systems will create a good company and increase shareholder value, because managers have more time to design strategies, and time is not wasted on administrative tasks such as record keeping.

2.3 Recruitment

Recruitment is a series of activities to find applicants with the motivation, abilities, skills, and knowledge needed to cover the deficiencies identified in personnel planning (Jurdi 2018). Recruitment is an activity to attract applicants interested in applying for jobs at a company that matches the desired qualifications (Kasmir 2020). Recruitment is two-way communication between applicants who need information about what it is like to work in a company and the company needs information on applicants who will later work in the

company (Nurhuda, Hamid and Riza 2014). Recruitment as a method of this withdrawal process needs to be designed appropriately to obtain quality human resources in the appropriate number (Sutrisno 2019). This study uses the notion of recruitment according to Jurdi (2018).

Hasibuan (2020) states that there are several dimensions to recruitment, including the first dimension, namely the basis of recruitment; the basis of recruitment needs to be determined beforehand so that applicants know what kind of job description will suit them applicants and the basis of recruitment needs to be guided by detailed job specifications so that applicants know what qualifications the company needs. The second dimension is the source of withdrawal; the source of recruitment of job applicants comes from internal and external to the company; internal recruitment is that employees who meet the specifications will experience job transfers and may also experience vertical job transfers (increases or demotions). External recruitment sources are prospective employees who will apply for jobs outside the company to develop the company with new ideas. The third dimension is the recruitment method; the recruitment method has a significant impact on the number of applicants applying to the company. The closed recruitment method is only informed to certain people, with the closed method usually the number of applicants is less, in contrast to the open method which is widely informed through advertisements in various media so that the public sees. The opportunity to get employees who match the company's qualifications is more significant.

2.4 Employee Career Development

Career development is an increase in individual work abilities to achieve the desired career goals (Zainal et al. 2018). Andrew J. Fubrin in Mangkunegara (2019), stated that career development is an employment activity that helps employees plan careers in companies where employees work so that employees and the company can develop optimally. Career development is a function of personnel that employees need to know because it is an essential function, which individually expands knowledge, increases abilities, and increases self-confidence (Nugroho and Kunartinah 2012). Career development is oriented toward company development to face future challenges, and companies need to realize that human resources are the company's key to staying afloat amid existing business competition (Arismunandar and Khair 2020). Career development, according to Zainal et al. 2018 is the reference for this research.

The company facilitates the career development process to encourage employees to move to a different level, but a person's career depends on the desire and ability to move forward (Kasmir 2020). Katidjan, Pawirosumarto and Isnaryadi (2017), in their journal, state that there are two dimensions of career development, namely the first dimension of career management; this dimension can be seen from the policies set by the company, employee performance, employee education level, and regeneration, the existence of training and development programs. Career. The two dimensions of career planning can be seen from employee training that can improve employee abilities, work experience, work relationships, and employee self-development.

III. Research Method

This study uses a qualitative approach and the type of descriptive research. A qualitative approach is a research based on the philosophy of postpositivism, which helps examine natural objects with a key instrument, namely researchers who produce meaning rather than generalizations (Sugiyono 2019). Noor (2017) states that qualitative research is a process based on a methodology that analyzes social phenomena and human problems by emphasizing the realistic nature between researchers and the subject to be studied. The purpose of this qualitative research is to find, explain and dig for more profound information about the research subject (Putra 2013). Descriptive research is research that describes the symptoms, events, and events that are currently happening. Descriptive research focuses on the real problem that occurs when the research is running.
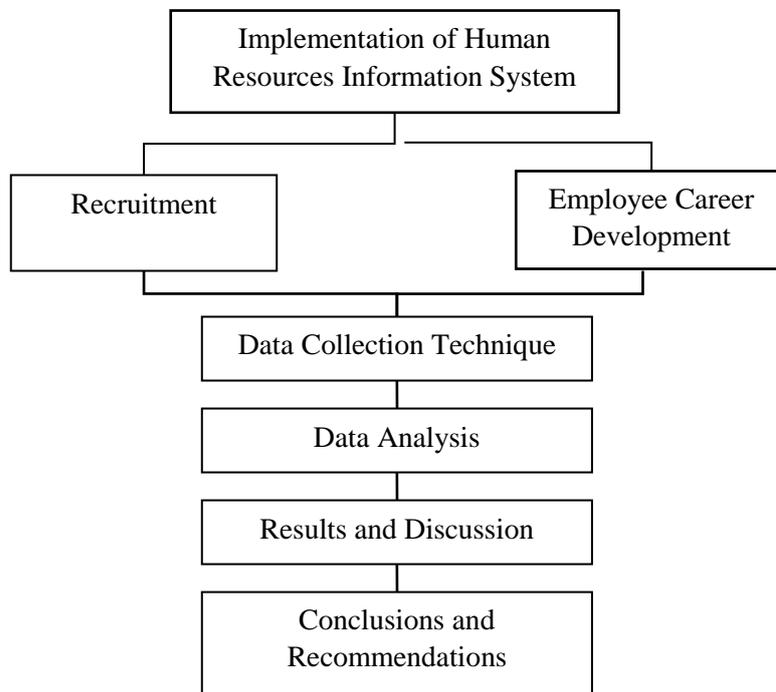

Figure 1. Research Framework

Research data were taken through interviews with several elements of PT Bahtera Wiraniaga Internusa. Interviews are a data collection technique for researchers to discover the problem (Sugiyono 2019). Key informants were selected based on their connection with research on implementing a human resource information system for employee recruitment and career development. Researchers also limit that informants must have a minimum of two years of service to maintain the data's quality and accuracy. The following is a table of critical informants used by researchers to obtain data:

Table 2. List of Key Informants

No.	Name	Position	Working time	Informant Code
1.	Ronny Wayong	President Director	2008 – now	IK1
2.	Landung Agustino	HR staff	2019 – now	IK2
3.	Fitriyah Handayani	Talent Acquisition Manager	2017 – now	IK3

Source: Primary Data 2022

This study uses a technique to process data, namely data analysis of the Miles and Huberman model. Miles and Huberman in Sugiyono (2017) stated that activities in the qualitative analysis were carried out continuously so that the data obtained were saturated data. There are several activities in data analysis, namely, 1). Data Reduction; 2). Display Data; 3). Conclusion Drawing/Verification. At the data reduction stage, the researcher summarizes and takes essential data related to the research. At this stage, researchers can present data in brief descriptions, charts, flowcharts, and so on, then understand what is presented to determine the next step. The conclusion drawing/verification stage is the stage of drawing conclusions and verification, and researchers can see whether or not the formulation of the problem has been answered.

IV. Results and Discussion

The research discussion was obtained from interviews with three informants: the President Director, Talent Acquisition Manager, and HR staff of PT Bahtera Wiraniaga Internusa. The results and discussion of this study will describe the results of interviews related to the Implementation of Human Resources in Employee Recruitment and Career Development Activities at PT Bahtera Wiraniaga Internusa. PT Bahtera Wiraniaga Internusa is a distributor of canned food that distributes its products throughout Indonesia.

4.1 Human Resources Information System on Research Object

PT Bahtera Wiraniaga Internusa, based in East Jakarta, is a canned food distribution company founded in 1942. PT Bahtera Wiraniaga Internusa Jakarta has approximately 480 employees. Companies need adequate infrastructure, labor, and finance to support the company running. Company management can run well if the workforce system or human resource information system operates appropriately, especially in situations requiring technology to help make work easier. The human resource information system has been used since its inception in 1942, but in a different form from 2022, according to the IK1 statement. The following is an excerpt from IK1's description:

"So from the start, we have used the workforce system. Now with the development of technology, like it or not, we have to make adjustments. So if you are asked when, I think that from the start we have used this system, because if we do not use this, how do we want an appraisal instead of one person for us to promote or an appraisal for us to give a reward like that."

Before using the human resource information system, the difference was more manual and not yet integrated like the human resource information system. Technological developments make PT Bahtera Wiraniaga Internusa adjust its human resource information system by considering the company's needs.

All employees can use the human resource information system at PT Bahtera Wiraniaga Internusa. The human resource information system in the company produces benefits, namely, making work more accessible, especially in the HR scope, to be more effective and efficient, because it has been integrated from branch to center, and the center can see branches. The system also has problems, such as the human resource information system at PT Bahtera Wiraniaga Internusa. No matter how good the system is, it will not work effectively if it is not balanced with human resources from both employees and leaders. PT Bahtera Wiraniaga Internusa has an IT team and a human resource information system consultant who understands human resource information systems.

Constraints on the network make it difficult to access the company's human resource information system. Employees who experience problems contact the company's human resource information system consultant to help deal with the problems they are experiencing. The human resource information system at PT Bahtera Wiraniaga Internusa uses a local network. Employees who want to access the company's human resource information system outside the company's environment cannot open this system. Employees who want to access the company's human resource information system can use a VPN (Virtual Private Network) from the company's IT team to access the company's human resource information system anywhere. The human resource information system has steps to be accessed; if employees access it with appropriate steps, the obstacles experienced are very unlikely. Misusing the company's human resource information system will be subject to sanctions.

4.2 Implementation of Human Resource Information Systems on Research Objects

The human resource information system in recruitment activities serves as a database and performance appraisal. Human resource information systems are used in interviews with key informants. The following is a summary of interview data and discussion:

IK1's research states that recruitment at PT Bahtera Wiraniaga Internusa is done to meet the needs of company tasks or fill job vacancies and prepare employees as managers. Recruiting employees needs a long-term plan; applicants' abilities, skills, and character need to be considered. Human resource information system in the recruitment activities of PT Bahtera Wiraniaga Internusa as an employee database. IK2 stated that human resource information system recruitment activities were only limited to screening candidate data. The following is an excerpt from IK2's description:

"At the maximum, it is true that for HRIS itself, recruitment can only be used to screen candidate data until, in the end, it is just inputting the database. So there is not too much of a role for HRIS in the recruitment flow.."

PT Bahtera Wiraniaga Internusa has a different system for recruitment outside of the human resource information system. The system used and developed by the company's IT team is e-recruitment. After going through the company's e-recruitment process, employee data will go through the stages of transferring to the company's human resource information system as new employee data.

This study's results align with Jurdi's (2018) opinion that recruitment is a series of activities to find applicants with the motivation, abilities, skills, and knowledge needed to cover the deficiencies identified in staffing planning. The human resource information system for employee recruitment at PT Bahtera Wiraniaga Internusa as a database becomes

a reference for the company. Recruiting employees need to pay attention to applicants' abilities, skills, and character. Quality resources will help the company achieve its goals. Meiastoko et al. (2013), in their research, stated that information systems require human resources with knowledge, skills, and abilities. Research conducted by Putri (2019) states differently that employee recruitment at PT Aneka Jasa Grhadika is still manual because computer technology has not been used optimally. Thus, this study will contribute ideas to the literature on human resource information systems in employee recruitment activities.

The human resource information system in the career development activities of PT Bahtera Wiraniaga Internusa employees does not directly affect the opinion of IK3. The human resource information system is a tool to make it easier for companies to monitor employee development by looking at the performance appraisal contained in the human resource information system. Employee performance will be seen in the system through the results that come out and recommendations, such as employees needing training for career development, according to the IK2 statement. Training as a means provided by the company must be seen as an opportunity for employees to develop a career. The value of performance appraisal can also be the basis for employees to develop their careers by getting promotions or training to support their performance. The following is an excerpt from IK3's description:

"From there, you can see that if you want to change your boss mutually, you do not need to find out what the value is for the performance appraisal; we have to look at the HRIS as proof of recommendation that this person has a moderately good performance appraisal value or not.."

Human resource information systems can be a reference for companies to provide certain positions for worthy employees. The placement of appropriate employee positions will help the company achieve its goals. The company will run well in line with the development of employees according to the IK1 statement because many other companies are more competitive, so it is necessary to adjust to the development of employees. The company always wants the optimal as possible, but to optimize it, everything goes back to the person who wants to develop or not and how the employees take advantage of the opportunities that exist. Leaders also play a role in employee career development, how leaders direct employees to be even better and valuable for the company.

This study's results align with the opinion of Zainal et al. (2018) that career development is an increase in individual work abilities achieved to achieve the desired career goals. Panjaitan et al. (2016) , in their research, stated that there was a significant relationship between the application of human resource information systems on employee careers. Yapary (2013) statement in his research states that human resource management information systems in employee career development decision-making activities received good responses to encourage further employee career development. The human resource information system on employee career development at PT Bahtera Wiraniaga Internusa is a tool to assess employee performance. Increased employee performance will open up opportunities to develop careers to a higher level, while decreased employee performance will receive attention from the company to increase performance again with the training held. Thus, this study will contribute ideas to the literature on human resource information systems in employee career development activities.
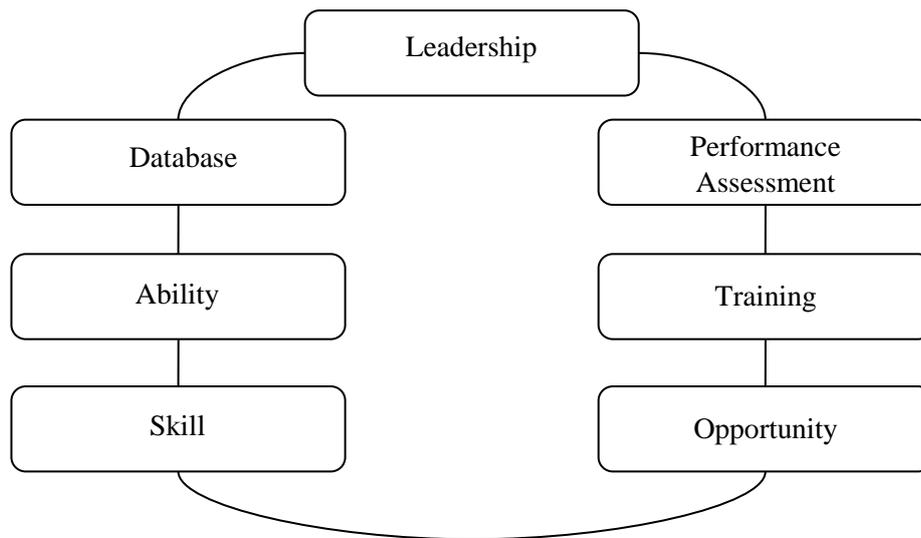
Figure 2. Implementation of Human Resources Information System at PT Bahtera Wiraniaga Inetrnusa

V. Conclusion

Implementing a human resource information system on employee career development as a tool to assess employee performance can be seen from the value of performance appraisal. Assessments that will be carried out periodically help monitor performance increases or decreases. The decreased performance will be given training recommendations, while job promotions have the potential to develop careers. The integrated human resource information system makes it easier for the head office to monitor working conditions at branch offices indirectly, and branch offices can also see the condition of the head office. Human resource information systems certainly have obstacles in their use, but they can still be adequately overcome by the IT team and their human resource information system consultants.

Implementing a human resource information system on employee career development as a tool to assess employee performance can be seen from the value of performance appraisal. The assessment that will be carried out periodically helps monitor the increase or decrease in performance. The decreased performance will be given training recommendations, while job promotions have the potential to develop careers. The integrated human resource information system makes it easier for the head office to monitor working conditions at branch offices indirectly, and branch offices can also see the condition of the head office. Human resource information systems certainly have obstacles in their use, but they can still be adequately overcome by the IT team and their human resource information system consultants.

This study only analyzes implementing a human resource information system in employees' recruitment and career development activities at PT Bahtera Wiraniaga Internusa. Future research is expected to examine human resource information systems in other activities because, in human resource information systems, there are many other activities such as attendance, payroll, and others to be able to obtain comprehensive results. The researcher recommends that PT Bahtera Wiraniaga Internusa be able to add options regarding recruitment so that there is no need to migrate data from the company's recruitment system to the human resource information system. The researcher also recommends that PT Bahtera Wiraniaga Internusa Human resource information system in

career development activities can further develop its features to recommend employee positions by their performance.

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