

Perumusan requirements specification sistem informasi manajemen pegawai yang mendukung pencapaian program penataan sistem manajemen SDM aparatur: Studi kasus Kementerian Komunikasi dan Informatika = Formulation of requirements specification of human resources management information systems that support the achievement of human resource management system regulation program: Case study of Ministry of Communications and Information technology / Christina Dian Paulina B B

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Abstrak

[ABSTRAK

Kualitas pegawai di suatu instansi pemerintah tergantung pada keberhasilan proses manajemen sumber daya manusia di instansi tersebut. Saat ini, masih terdapat beberapa masalah terkait manajemen sumber daya manusia yang dihadapi oleh Biro Kepegawaian dan Organisasi, yang merupakan unit kerja yang bertanggungjawab dalam pelaksanaan sistem manajemen sumber daya manusia (SDM) di Kementerian Komunikasi dan Informatika. Biro Kepegawaian dan Organisasi juga bertanggungjawab dalam pencapaian program Penataan Sistem Manajemen SDM Aparatur yang merupakan salah satu program strategis dalam pelaksanaan Reformasi Birokrasi di Kementerian Komunikasi dan Informatika, yang saat ini juga masih memiliki kendala dalam pencapaian output-nya.

Penelitian ini dilakukan untuk menemukan solusi bagi permasalahan di dalam Sistem Manajemen SDM melalui fitur-fitur pada Sistem Informasi Manajemen Pegawai yang dapat menjadi enabler bagi capaian program Penataan Sistem Manajemen SDM Aparatur di Kementerian Komunikasi dan Informatika dan kegiatan manajemen SDM lainnya.

Untuk mendapatkan fitur-fitur tersebut di atas dan merumuskan requirements specification sistem, maka penelitian ini dilakukan melalui perencanaan strategis sistem informasi menggunakan analisa Critical Success Factor (CSF) dan perancangan requirements specification sistem informasi menggunakan metode Rational Unified Process (RUP) pada disiplin Requirements di fase Inception dan Elaboration. Hasil penelitian ini diharapkan dapat menjadi rekomendasi dalam pengembangan Sistem Informasi Manajemen Pegawai di Kementerian Komunikasi dan Informatika pada masa yang akan datang.

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ABSTRACT

The quality of employees in a government agency depending on the success of the process of human resource management in there. Currently, there are still some problems related to human resource management faced by the Bureau of Human Resources and Organization, which is a business unit responsible for the implementation of human resource management system in the Ministry of Communications and Information Technology. Bureau of Human Resources and Organization is also responsible for the achievement of Human Resources Management System Regulation Program. This program is one of the strategic programs in the implementation of Bureaucratic Reform in the Ministry of Communications and Information Technology, that still has obstacles in achieving its output.

This study is done to find solutions of problems in the human resource management system through the features in Human Resources Management Information Systems which can be an enabler for the achievement of the Human Resources Management System Regulation Program in the Ministry of Communications and Information Technology.

To get these features above and formulating system requirements specification, this research is done through strategic planning of information systems using Critical Success Factor (CSF) analysis and the design of information systems requirements specification using the Rational Unified Process (RUP) method, especially in the Requirements Discipline in Inception and Elaboration phases. The results of this study are expected to be a recommendation for the development of Human Resources Management Information Systems in the Ministry of Communications and Information Technology in the future., The quality of employees in a government agency depending on the success of the process of human resource management in there. Currently, there are still some problems related to human resource management faced by the Bureau of Human Resources and Organization, which is a business unit responsible for the implementation of human resource management system in the Ministry of Communications and Information Technology. Bureau of Human Resources and Organization is also responsible for the achievement of Human Resources Management System Regulation Program. This program is one of the strategic programs in the implementation of Bureaucratic Reform in the Ministry of Communications and Information Technology, that still has obstacles in achieving its output.

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