

Business Opportunity Human Resource Information System for a Human Resource Department to Create Career Path and Performance Evaluation

Ni Nyoman Sawitri^{1*}, Primadi Candra Susanto², Sugeng Suroso³, Sarinah Sihombing⁴

^{1,3}Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

^{2,4}Institut Transportasi dan Logistik Trisakti, Jakarta, Indonesia

Corresponding Author: Ni Nyoman Sawitri,
nyoman.sawitri@dsn.ubharajaya.ac.id

ARTICLE INFO

Keywords: Business HRIS, Assistance Human Capital, Path Career, Performance Evaluation

Received : 05, February

Revised : 10, March

Accepted: 15, April

©2023 Sawitri, Susanto, Suroso, Sihombing: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

The purpose of the study is to describe and show the role of HRIS related to its use, business opportunities, and employee performance evaluation, which is used from existing scientific articles and then given a perspective by researchers in this scientific article. Research methods used. Qualitative research with a literary research approach. This method uses the keywords HRIS, Human Capital and Career to summarize articles from Google Scholar, Research Gate and other reputable international journals. Literature titles, abstracts and keywords are used to filter the criteria of the filtered literature again, reading the entire content. The results of research with research variables are related to research (Nagendra & Deshpande, 2014), (Irum & Yadav, 2019), (Widhianto, 2002), (Jonni & Husein, 2019), and there are also research results that conflict with manual use with HRIS from research results (Edhy Permata, 2019), the last research from (Susanto & Parmenas, 2021) where business and development opportunities for companies to use HRIS in MSMEs. Variables that can be used for further research HRIS Skills Inventory, HRIS Training Needs Analysis, HRIS Succession Planning and HRIS Workforce Needs and Supply Analysis, workforce planning, HR business needs and decision making, cheap and easy information technology from the business side, employee training, employee violation information, employee payroll, business acquisition records, HRIS is still followed by manual processes, business opportunities and development of system usage.

INTRODUCTION

Personnel also play a key role in the development of the company (Dessler, 2009). The use of information systems in companies today is already a lot and human resources in companies must adapt, trained to use information systems (Charles R, Greer, 2005). The Fourth Industrial Age is a combination of technologies that blur the lines between the physical, digital, and biological worlds, collectively known as the Cyber-Physical System (CPS). The Fourth Industrial Revolution offers a unique opportunity to improve human communication and conflict resolution. Its 4IR era technologies and trends such as Internet of Things (IoT), Robotics, Virtual Reality (VR), and Artificial Intelligence (AI) have changed the environment in which we live and work today and have evolved over time. to continue the fourth industrial revolution. The disruption and generation gap caused by the Industrial revolution require many companies to continue to adapt and remain relevant (Susanto & Parmenas, 2021).

Personal information systems and HRIS are among the most important management information systems that participate in the personnel management function of an organization (Nagendra & Deshpande, 2014), (Kavanagh et al., 2007) aptly describe. The importance of Human Resource Information System (HRIS) for companies to help human resources in carrying out work, according to the results of research (Nagendra & Deshpande, 2014) states HRIS provides a smarter way to improve workforce planning, along with opinions (Irum & Yadav, 2019) Personal information system and HRIS is a collection of computer applications, software, databases, and hardware to store, store, manage, retrieve, and process data in accordance with HR functions.

Many companies are yet to use HRIS in the country, the business resources for HR information systems to support HR in career planning and performance appraisals are huge and will continue to grow along with the increasing importance of HR in organizations. With the help of an integrated information system, HR management can more easily monitor and evaluate employee performance and plan career programs accordingly. An important issue for entrepreneurs The implementation of information technology is the success rate Information technology systems have a positive impact Improve the performance of both individuals and the organization as a whole, Human resources (HR) is a very important and inseparable factor in an organization. institution or company. The wave of digital business or information technology has created a new business paradigm with smart and creative intellectual capital (Widhianto, 2002), According to Tech in Asia (2017), up to 45% of 161 MSMEs and startups in Indonesia use HRIS to manage their talents. From that data, there are still many or not maximum companies in this country using HRIS in the field of Human Resources Management.

Company opportunities to use HRIS and benefits can help Human Resources Department in the process of employee data collection, employee department data, employee task data, employee working condition data, employee benefits data, employee training data, violation data, employee compensation, company acquisition needs, and others. employee performance

evaluation can provide information about decision making (Jonni & Husein, 2019) . The use of HRIS will direct the HR Department to select employees or employees as desired with the help of HRIS and can help in assessing or evaluating employee performance.

In his book (Norcross, 2022) stated that this is considered a core function of human resource management (HRM), technology, practices, and procedures that increase the effectiveness of this core function called human resource information system (HRIS). With technology, the role of Human Resources (HR) has changed. Previously, when applying for a job, an employee had to fill out the application paper with demographic information, employment history, and other details such as certifications, skills, Education, along with research results from (Bilgic, 2020) Human resource management information systems (HRIS) and electronic human resource management systems (e-HRM) are used by many organizations around the world and play a strategic role in the retrieval process Effective and efficient human resource management decisions. From some of the phenomena above, the purpose of this study is to describe and show the role of HRIS related to its use, business opportunities and employee performance evaluation, which is used from existing scientific articles and then given a perspective by researchers in this scientific article.

THEORETICAL REVIEW

Human Resources Information Systems (HRIS)

According to (Troshani et al., 2010) HRIS is a System used to obtain, store, process, analyze, retrieve, and share information about organizational personnel, according to (Tansley & Watson, 2000) HRIS is a System designed and implemented to store, process, and generate business data and reports for competitive advantage, according to (Beadles II et al., 2005) HRIS offers many benefits not only for the HR function, but also for supervisors, managers, and the entire organization. According to (Dewayani, 2011) HRIS is the implementation of activities related to the use of company personnel and information technology through the internet, working in the service department implementing HRIS with the aim of increasing efficiency and improving communication between employees HRD staff can focus more on the strategic function of HRD.

Still regarding HRIS according to (Sulastri, 2017) One of its applications is an information system that helps the HR department solve HR problems in general. This is known as a Human Resource Information System or HRIS. HRIS requires sophisticated and modern information systems related to recruitment, training and staffing, technical support and information systems. It allows you to serve your employees according to your business processes and revenue. desired company. According to (Jonni & Husein, 2019) states that HRIS is an integrated system consisting of databases and computer applications to collect, store, and analyze information about people in an organization. The use of HRIS is seen as an opportunity for HR professionals to develop strategic relationships with senior management and involve them in management and

operations. This is a system that allows you to see individual performance in a personal evaluation.

METHODOLOGY

Qualitative research with a literary research approach. This method uses the keywords HRIS, Human Capital and Carrer to summarize articles from Google Scholar, Research Gate and other reputable international journals. Literature titles, abstracts and keywords are used to filter the criteria of the filtered literature again, reading the entire content.

The selection parameters are limited as follows: International journals with the same keywords as the research topic, English-language journals published are not limited in years (excluding original literature that defines the term Indonesian) and are made in metric form.

Table Metric Journal

Author, years, and title	Variable Used	Findings	Relation to this Research
(Nagendra & Deshpande, 2014) Human Resource Information Systems (HRIS) in HR planning and development in mid to large sized organizations	Human Resource Information Systems (HRIS) HR planning and development	found that the greatest benefit of HRIS is its contribution to the effectiveness and efficiency of workforce planning through HRIS Skills Inventory, HRIS Training Needs Analysis, HRIS Succession Planning and HRIS Workforce Needs and Supply Analysis. The results show that accurate vacancy identification is the most frequently used HRIS function. Organizations can achieve greater workforce planning effectiveness and efficiency when HRIS is aligned with their information systems strategy and HR strategy. The organization must integrate the HRIS function with other business functions. The study found that HRIS should provide smarter functions to improve employee scheduling effectiveness.	HRIS is its contribution to the effectiveness and efficiency of workforce planning through HRIS Skills Inventory, HRIS Training Needs Analysis, HRIS Succession Planning and HRIS Workforce Needs and Supply Analysis, HRIS which contributes positively to the effectiveness and efficiency in workforce planning, researchers see HRIS helping HRD in screening labor.
(Irum & Yadav, 2019) Human resource information systems: a strategic contribution to HRM	Human resource information systems H R M	provide employees with a better experience of all HR activities through simple decision making, taking into account the business needs of HR and ensuring competitive advantage with the help of	HR in the organization or workforce gets convenience with HRIS, and is related to the need to expedite the

		HRIS.	business. In relation to this research, HRIS and business.
(Widhianto, 2002)	Business Electronics	Information technology brings creativity and innovation to companies quickly and easily. Companies must identify new development opportunities. Solutions offered by Microsoft "breaking down" the company to improve Implementation, management, and use of technology information. Information technology, which was previously considered expensive (cost center) and difficult to implement, has now become cheap and easy	Information technology offered is cheap and easy.
<i>E-BUSINESS:</i> TEKNOLOGI DAN PELUANG BISNIS DI INDONESIA	Information Technology		
(Jonni & Husein, 2019)	HUMAN RESOURCE INFORMATION SYSTEM (HRIS)	The HRIS system built supports the processing of employee data of PT. Tata raya steel. To address this issue, HR Information System (HRIS) employee welfare information, employee training information, employee misconduct information, employee payroll, business acquisition records and employee performance evaluations, and information that can be used for decision making; can give birth	Research variables used HRIS with a web base.
PERANCANGAN APLIKASI HUMAN RESOURCE INFORMATION SYSTEM (HRIS) BERBASIS WEBSITE PADA PT. SUPER TATA RAYA STEEL			
(Edhy Permata, 2019)	HUMAN RESOURCES INFORMATION SYSTEM (HRIS)	This system treats human resource management as a discipline that applies the field of information technology to HR activities such as planning, assembling systems, information retrieval, and production. The system design phase is standardized and centralized in enterprise resource planning applications. The system currently running at PT. Sarmiento Parakantja Timber is still manual, if the manager requests an information management	The use of HRIS in private companies to support employees by HRD and do manual
HUMAN RESOURCES INFORMATION SYSTEM (HRIS) DI PT.SARMIENTO PARAKANTJA TIMBER BERBASIS WEB			

		report from employees, attendance is always late, because the information is still recorded manually and printouts are archived every month. In addition to information - notification and employee attendance that is no less important - BPJS Employment payments and BPJS Health tracking. BPJS Health and Employment Bill billed to the company every month is not tracked either from the employee database on the BPJS list or from payment, where companies often forget whether the bills issued by BPJS have been paid off or not	
(Susanto & Parmenas, 2021)	BUSINESS OPPORTUNITIES AND DEVELOPMENT HUMAN RESOURCE INFORMATION SYSTEM SOFTWARE	It is necessary to analyze and calculate the underlying conditions of each MSME and start-up	HRIS and business and opportunities in the use of HRIS in companies
PELUANG DAN PENGEMBANGAN BISNIS SOFTWARE HUMAN RESOURCE INFORMATION SYSTEM DI ERA REVOLUSI INDUSTRI 4.0			
(Zahran, 2020)	Factors affecting information systems Human Resources, Business, Technology	The information system's ability to anticipate the impact of economic conditions allows it to respond and adapt quickly and appropriately in a rapidly changing business environment, as opposed to companies that rely on external sources. Increasing the profitability of outsourcing helps organizations reduce transaction costs. Information systems can be simplified, saving unnecessary costs. Third, because information systems are also influenced by internal and external technology, we can easily, quickly, and accurately access the desired information and make decisions quickly and	Information systems are concerned with human resources, business and technology. Information systems in general with special HRIS
Faktor - Faktor Yang Mempengaruhi Sistem Informasi : Sumber Daya Manusia, Bisnis, Teknologi dan Metode (Literature Review Manajemen Pemasaran)			

		accurately. Because basically, information systems provide tools that allow us to monitor, plan, and anticipate problems and decisions quickly and accurately. And lastly, the use of methods affects information systems. The more precise and optimal the method used, the more precise effect on information systems.	
(Beadles II et al., 2005)	Human Resources Information Systems	This book highlights the pitfalls and benefits of organizations using HRIS business systems and discusses how HRIS affect the whole at the organizational level. The text discusses what government managers should pay attention to about the quality of data in the company's HRIS system. In addition, the book has an organizational theory component that frames the interaction between HRIS and organizational enterprise systems from an operational and reporting perspective.	Guide book for HRIS
Human Resources Information Systems A Guide For Public Administration			
(Hasan et al., 2014)	Information Systems	Over the past two decades, different information systems have been developed for different purposes depending on business needs. In today's business world, transaction processing systems (TPS), office automation systems (OAS), management information systems (MIS), decision support systems (DSS), management information systems (EIS), expert systems. Each has a different role in the organizational hierarchy and management functions. This study attempts to explain the role of each information system in business organizations.	Systems used in running Office
The Role of Different Types of Information Systems In Business Organizations : A Review	Business Organizations		

Source : Research (2023)

RESULT

From the literature review above related to the topics in this study, there are several gaps found from variables, and the results of the study are as follows according to (Nagendra & Deshpande, 2014) the greatest benefit of HRIS is its contribution to the effectiveness and efficiency of workforce planning through HRIS Skills Inventory, HRIS Training Needs Analysis, HRIS Succession Planning and HRIS Workforce Needs and Supply Analysis, Organizations can achieve greater workforce planning effectiveness and efficiency when HRIS is aligned with their information systems strategy and HR strategy. The organization must integrate the HRIS function with other business functions. From the results of the above research, HRIS contributes to effectiveness and efficiency in workforce planning and other business functions. Novelty variables HRIS Skills Inventory, HRIS Training Needs Analysis, HRIS Succession Planning and HRIS Workforce Needs and Supply Analysis.

Furthermore, research from (Irum & Yadav, 2019) states in the results of the study that employees are helped by the existence of HRIS and simple decision making, by considering HR business needs and ensuring competitive advantage with the help of HRIS, novelty in this study HR business needs and decision making. (Widhianto, 2002) in the results of his research Information technology which was previously considered expensive (cost center) and difficult to implement, is now cheap and easy, novelty of cheap and easy information technology from the business side. (Jonni & Husein, 2019) with the results of HR Information System (HRIS) research, employee training information, employee violation information, employee payroll, business acquisition records and employee performance evaluations, and information that can be used for decision making; can give birth, employee training novelty, employee violation information, employee payroll, business acquisition records. (Edhy Permata, 2019) the results of the manager's research ask for information management reports from employees, attendance is always late, because information is still recorded manually and printouts are archived every month, the use of HRIS is still followed by a manual process.

(Susanto & Parmenas, 2021) research results, analysis and calculation of the conditions underlying each MSME and start-up in developing and using it in business. Business opportunities and development of system usage.

DISCUSSION

Answering the results of research with research variables is related to research (Nagendra & Deshpande, 2014), (Irum & Yadav, 2019), (Widhianto, 2002), (Jonni & Husein, 2019), and there are also research results that conflict with the use of manuals with HRIS from research results (Edhy Permata, 2019), the last research from (Susanto & Parmenas, 2021) Where business and development opportunities for companies to use HRIS in MSMEs.

This study met the expectations of researchers but was not maximized in the reference results obtained.

CONCLUSIONS AND RECOMMENDATIONS

HRIS business opportunities exist, as well as maximum not used in this country especially from HRD, Tech in Asia (2017), up to 45% of 161 MSMEs and startups in Indonesia use HRIS to manage their talents, supporting data that complements. For other variables, there is a relationship with existing references using research methods, all qualitative and some quantitative, not much.

Recommendations in subsequent studies with the same variables and methods and objects.

ADVANCED RESEARCH

Variables that can be used for further research HRIS Skills Inventory, HRIS Training Needs Analysis, HRIS Succession Planning and HRIS Workforce Needs and Supply Analysis, Organizations can achieve the effectiveness and efficiency of workforce planning, HR business needs and decision making, cheap and easy information technology from the business side, Employee training, employee misconduct information, employee payroll, business acquisition records, HRIS are still followed by manual processes, business opportunities and system usage development.

ACKNOWLEDGMENT

Limitations of researchers in searching, and time so that results can still be developed by other researchers in the future. The author would like to thank all previous researchers who have become references in writing this literature review article and to the Formosa Publisher East Asian Journal of Multidisciplinary Research (EAJMR) who have helped publish this scientific work.

REFERENCES

- Beadles II, N. A., Lowery, C. M., & Johns, K. (2005). The impact of human resource information systems: An exploratory study in the public sector. *Communications of the IIMA*, 5(4), 6.
- Bilgic, E. (2020). Human Resources Information Systems: A Recent Literature Survey. In M. A. Turkmenoglu & B. Cicek (Eds.), *Contemporary Global Issues in Human Resource Management* (pp. 73–87). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80043-392-220201008>
- Dessler, G. (2009). Manajemen SDM buku 1. *Jakarta: Indeks*.
- Dewayani, E. K. U. (2011). Implikasi human Resource Information System Pada PT. Telekomunikasi Indonesia, Tbk. *Manajemen Bisnis*, 1(2).
- Edhy Permata, R. (2019). Human Resources Information System (Hris) Di Pt.Sarmiento Parakantja Timber Berbasis Web. *Jurnal Penelitian Dosen Fikom (UNDA)*, 10(1).
- Hasan, Y., Al-Mamary, S., Shamsuddin, A., & Aziati, A. H. N. (2014). The Role of Different Types of Information Systems In Business Organizations : A Review System Assurance for Railway View project Persuasive Design and Mobile Apps View project. *International Journal of Research (IJR)*, 1(7), 1279–1286. <https://www.researchgate.net/publication/264556488>
- Irum, A., & Yadav, R. S. (2019). Human resource information systems: a strategic contribution to HRM. *Strategic Direction*, 35(10), 4–6. <https://doi.org/10.1108/SD-02-2019-0043>
- Jonni, M., & Husein, S. M. (2019). Perancangan Aplikasi Human Resource Information System (Hris) Berbasis Website Pada Pt. Super Tata Raya Steel.

Jurnal Teknik, 5(2). <https://doi.org/10.31000/jt.v5i2.352>

Kavanagh, P., Benson, J., & Brown, M. (2007). Understanding performance appraisal fairness. *Asia Pacific Journal of Human Resources*, 45(2), 132–150.

Los, U. M. D. E. C. D. E. (n.d.). *No 主観的健康感を中心とした在宅高齢者における健康関連指標に関する共分散構造分析* Title.

Nagendra, A., & Deshpande, M. (2014). Human Resource Information Systems (HRIS) in HR Planning and Development in Mid to Large Sized Organizations. *Procedia - Social and Behavioral Sciences*, 133, 61–67.
<https://doi.org/10.1016/j.sbspro.2014.04.169>

Norcross, J. S. (2022). Human Resources Information Systems: A Guide for Public Administrators. In *Public Integrity*.
<https://doi.org/10.1080/10999922.2022.2055391>

Sulastri, H. (2017). Strategi IT Dalam Human Resource Information System (HRIS) Untuk Mencapai Strategi Green IT. *JRSI (Jurnal Rekayasa Sistem Dan Industri)*, 4(02), 199–204.

Susanto, P. C., & Parmenas, N. H. (2021). Peluang Dan Pengembangan Bisnis Software Human Resource Information System Di Era Revolusi Industri 4.0. ... *Business Journal*, 8(2), 50–54. <http://ejournal.stma-trisakti.ac.id/index.php/premium/article/view/15>

Tansley, C., & Watson, T. (2000). Strategic exchange in the development of human resource information systems (HRIS). *New Technology, Work and Employment*, 15(2), 108–122.

Troshani, I., Jerram, C., & Gerrard, M. (2010). *Exploring the organizational*

Sawitri, Susanto, Suroso, Sihombing

adoption of Human Resources Information Systems (HRIS) in the Australian public sector.

Widhianto, C. W. (2002). E-Business: Teknologi dan Peluang Bisnis di Indonesia. *The Winners*, 3(1), 19. <https://doi.org/10.21512/tw.v3i1.3830>

Zahran, R. (2020). Faktor-faktor yang Mempengaruhi Sistem Informasi Manajemen. *Literature Review Manajemen Pemasaran*.