

## Business Software Human Resource Information System for Assistance Human Capital Performance

Lis Lesmini<sup>1\*</sup>, Kamsariaty<sup>2</sup>, Devi Marlita<sup>3</sup>, Ni Nyoman Sawitri<sup>4</sup>, Josua Panatap Soehaditama<sup>5</sup>

<sup>1,3</sup>Institut Transportasi dan Logistik Trisakti, Jakarta

<sup>2</sup>Akademi Maritim Nusantara, Banjarmasin

<sup>4</sup>Universitas Bhayangkara Jakarta Raya, Jakarta

<sup>5</sup>Institut Keuangan Perbankan dan Informatika Asia Perbanas, Jakarta

**Corresponding Author:** Lis Lesmini [Lis Lesmini lies.1969@yahoo.com](mailto:Lis Lesmini lies.1969@yahoo.com)

---

### ARTICLE INFO

*Keywords:* Business, Human Resource Information System, Human Capital, performance

*Received :* 02, February

*Revised :* 12, March

*Accepted:* 25, April

©2023 Lesmini, Kamsariaty, Marlita, Sawitri, Soehaditama: This is an open-access article distributed under the terms of the [Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).



### ABSTRACT

The purpose of this study is to see from scientific articles about software business on human capital or human resources the influence and results of existing research. In writing this study, we used a qualitative approach by reviewing the literature on study variables. Literary studies is a type or method of academic writing in the form of library studies. In accordance with the purpose of the study to see the HRIS software business with the relationship between human capital performance, from the results of the presentation of article literature and discussion researchers concluded that HRIS has been used in almost all organizations by helping Human Capital in working, although there is data that states only 45% are newly used by small community business units but in general from the article literature states that HRIS has been used, especially to assist the Human resources department in carrying out its functions. The recommendation of researchers from the results of this scientific article is that a literature review is a finding of a phenomenon and gap that is used in this scientific article so as to make an input for other researchers in the future.

---

## **INTRODUCTION**

Business human resources management software is very promising for business use. With the advancement of technology and the increasing need for HR management, enterprise human resource software is becoming increasingly important and requires companies to facilitate human resources. Some reasons why HR software businesses look good; HR software helps companies manage employee information more efficiently and easily, employee information, salary, vacation, attendance, etc. This reduces human error and speeds up the HR process. Savings: By adopting business HR software, companies can save costs that are usually caused by managing HR information and the costs of personnel responsible for HR management. In addition, HR software helps companies save costs by minimizing clerical errors and optimizing the use of human resources. HR software helps companies keep employee data and other important information safe. This is very important because employee information contains personal and sensitive information that must be kept confidential. With HR software, companies can contribute to the development of expertise. Easier employee training and development and HR program management (Susanto & Parmenas, 2021), the use of human resources software is not only used by the human resources department.

According to the data, up to 45% of 161 SMEs and startups in Indonesia use HRIS to manage their talent. Based on this information, it is clear that there are still few or no companies that use their HRIS in the HR field according to Tech in Asia data (2017), The application of information technology is one of the success rates. Information technology systems have a positive effect on improving the overall efficiency of individuals and organizations. The Human Resources (HR) department is a very important and inseparable part of the organization. institution or company. The wave of digital business or information technology has created a new business paradigm with intellectual and creative intellectual capital (Widhianto, 2002), One of the ways that most, if not all, large companies use to streamline and improve their HR operations is through HR information systems and HRIS (Johnson et al., 2016). An organization's ability to use HRIS and benefits helps HR departments access employee data, employee data, employee data, work condition data, employee data, training data, breach data, employee benefits, and business operations. Income needs. and others. Evaluating employee performance can help in decision making (Jonni & Husein, 2019).

The core functions of Human Resource Management (HRM), techniques, practices, and procedures that enhance the effectiveness of those core functions are known as Human Resource Information Systems and HRIS. Technology has changed the role of HR in his book (Norcross, 2022), Human resource management 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 process of implementing efficient and effective human resource management decisions. to enlarge (Bilgic, 2020) . Software in the field of human resources today or HRIS is available and on the market, and can help and be used by Human Resources that make capital assets for companies will

be human capital in the organization, but from the above phenomenon from small business organization data only 40% of use, with this research will be carried out by researchers. The purpose of this study is to see from scientific articles about the software business on human capital or human resources on the influence and results of existing research.

## **THEORETICAL REVIEW**

### **Business**

According to (Madura, 2001) Business is an entity created to produce goods and services for customers. Every business deals with people. These people pay the price for their business. Multifaceted cooperation in organizations emphasizes the need for managers from different fields of activity to maximize profits in order to achieve common goals. According to (Afuah, 2004) business is organized that aims to make money by selling goods and services for profit, meeting the needs of the community or industry. According to (Bargiela-Chiappini et al., 2013) business is about how people communicate in business organizations through speech or writing to do their work. While the definition of software is an instruction that allows a computer to perform tasks at the request of the user (Kadir, 2017), while according to (sukanto.et.al, 2018) Computer programs related to software documentation (user manuals), such as requirements documents, design models, and user manuals.

### **Human Capital**

According to (Rettrisunz et al., 2023);(Gaol & Jimmy, 2014) Human resources are knowledge, expertise, skills, and abilities that make a person or employee as capital or company assets, according to Human resources are a key factor in the production process because humans are the company's main asset to improve company efficiency (Dahlan, 2014). Human resources reflect the collective strength of the company Creating optimal solutions based on the company's growing knowledge Employee knowledge can be used Human capital is skills, attitudes and intellectual intelligence.

According to (Susanto, Agusinta, et al., 2023);(AR, Muhammad Thamrin Saribanon et al., 2023);(Setyawati et al., 2022);(Gaol & Jimmy, 2014) Human resources are knowledge, expertise, skills, and abilities that make a person or employee as capital or company assets, according to Human resources are a key factor in the production process because humans are the company's main asset to improve company efficiency (Buda Prasada & Sawitri, 2019);(Dahlan, 2014);(Susanto, Parmenas, et al., 2023). Human resources reflect the collective strength of the company Creating optimal solutions based on the company's growing knowledge Employee knowledge can be used Human capital is skills, attitudes and intellectual intelligence.

### **Human Resources Information Systems (HRIS)**

According to (Troshani et al., 2010) HRIS is a system used to acquire, store, process, analyze, retrieve and share HR information of an organization, (Beadles II et al., 2005) HRIS is a system that is developed and implemented.

store, process and generate business data and reports for competitive advantage. According to HRIS is the implementation of activities related to the use of company personnel and information technologies via the Internet, work in service departments implementing HRIS to improve efficiency and improve communication between employees, HRD personnel can focus on more strategic HRD.

## **METHODOLOGY**

In writing this study, we used a qualitative approach by reviewing the literature on study variables. Literary studies is a type or method of academic writing in the form of library studies. Theoretical analysis, both offline and online, of relationships between variables in books and journals from Mendeley, Google Scholar, and other online media.

## **RESEARCH RESULT**

After describing the existing phenomenon regarding the use of HRIS software for organizations in strengthening human resources as well as from their business, there is a review of several scientific articles from several researchers that researchers want to present including;

Studies from (Widhianto, 2002) stated the results of his research Companies must identify new development opportunities. The solutions offered by Microsoft "provide" companies with optimal deployment, management, and use of information technology. Information technology, which was previously considered expensive (cost center) and difficult to implement, has now become cheap and easy. Where according to researchers here information technology can be reached by organizations on a budget basis as needed. A subsequent study from (Zen et al., 2023);(Nagendra & Deshpande, 2014); with the results of its research states that the identification of unfilled positions accurately is the most widely adopted HRIS function, Organizations can capture the effectiveness and efficiency of good HR planning when HRIS is aligned with information system 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 HR planning. The use of HRIS in organizations with existing business functions within the organization.

Subsequent studies from (Hasan et al., 2014) with the results of research on different roles in organizational hierarchy and management functions. This study attempts to explain the role of each information system in business organizations. Researchers see that information systems are already used in organizations studied by researchers with help and their respective roles. Subsequent studies from (Vărzaru & Vărzaru, 2016);(Jumawan & Widjaja, 2023) with research results stated The development of the relationship between management and HR information systems in search of organizational performance allows a better understanding of the past and present and predicts future developments, which is useful for companies that want to better face new challenges, such as the quality of the concept of social and societal challenges. Responsibility and development Sustainable. This approach is the subject of this article and aims to uncover how it liberates the HR function and

the way in which participation is based, ie. determine and increase the added value of your company. The results of the above research relate the use of HRIS to help Human Capital in the organization.

The next step from (Johnson et al., 2016);(Bilgic, 2020) with the results of the study less likely to adopt cloud-based HRIS to support their day-to-day HR operations. In addition, the results show that top management support (positive), supplier support (positive), and growth expected (negative) related to cloud-based HRIS adoption in organizations. Small organizations such as community small business units have used HRIS in the organization with the support of top management to help run the organization, especially human resource management. Further studies from (Irum & Yadav, 2019);(Norcross, 2022) with research results states permanent managers to provide a more employee experience both in all their human capital activities through simple decision making, implementing human capital as a company agenda and ensuring competitive advantage through HRIS . The use of HRIS to assist human capital with decision making and has advantages over the use of HRIS. The next study from (Zahran, 2020);(Jonni & Husein, 2019) with the results of research states that 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 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 suitable and optimal the methods we use, the more precisely we influence our information systems.

The next study from (Susanto & Parmenas, 2021) with the results of the study stated that reducing the detection of errors and human errors in manual office work and being part of a solution that reduces the mental burden of system complexity can do resource and HR work in one platform, which makes it easier to operate for employees and companies. that HR information system software is a system that has a variety of functions that help companies handle HR activities such as attendance, payroll, compensation, leave requests, and others. HR information system software is used as an investment for human resource management in the company. The next study from (Norcross, 2022) states in the results of his research HRIS systems are most often used in public organizations, but since they cannot fully integrate all functions into one package, larger organizations (such as state universities) are switching to ERP systems. Despite the transition to a more efficient system, HR departments still face the challenges highlighted by the study. In addition, access to quality information can increase the competitiveness of public sector organizations in continued competition. Conclusions from the resulting HRIS book.

## **DISCUSSION**

The findings of some of the elaboration of the literature articles above will be concluded by the researcher as follows; (Widhianto, 2002) according to information technology can be reached by organizations on a budgetary basis as needed, due to ease of price, the use of software in organizations is no longer

expensive, then (Nagendra & Deshpande, 2014) researchers provide a result from the above explanation. The use of HRIS in organizations with existing business functions in the organization, then (Hasan et al., 2014) The researcher provides a perspective of information systems already used in organizations that are studied by researchers by helping and their respective roles, further from (Värzaru & Värzaru, 2016) the relationship between the use of HRIS and helping Human Capital in organizations.

Next (Johnson et al., 2016) the perspective of researchers. Small organizations such as community small business units have used HRIS in organizations with top management support to help run organizations, especially human resource management, further (Irum & Yadav, 2019) The use of HRIS to help human capital with decision making and has advantages from the use of HRIS, further (Susanto & Parmenas, 2021) Perspective of Device researchers HR information system software is used as investment for human resource management in the company, and (Norcross, 2022) perspective sees that HRIS is not enough for the menus used in it so that it still uses other software to help human resource management.

## **CONCLUSIONS AND RECOMMENDATIONS**

In accordance with the purpose of the study to see the HRIS software business with the relationship between human capital performance, from the results of the presentation of article literature and discussion that researchers concluded that HRIS has been used in almost all organizations by helping Human Capital in working, although there is data that states only 45% are newly used by small community business units but in general from the article literature states that HRIS has been used, especially to assist the Human resources department in carrying out its functions.

The recommendation of researchers from the results of this scientific article that literature review as a finding of a phenomenon and gap that is used in this scientific article so as to make an input for other researchers in the future.

## **ADVANCED RESEARCH**

The results of this research are just the beginning, to strengthen the research results of scientific articles reviewed by researchers in the field of Human Capital, so as to add to the research repertoire even though the contribution is still not optimal

## **ACKNOWLEDGMENT**

Our sense of pride is that the researchers in this article produced this paper as a form of contribution from various institutions in the same scope, namely human resource management, this research is far from perfect but we want to contribute to science and knowledge.

## REFERENCES

- Afuah, A. (2004). Business models: A strategic management approach. (*No Title*).
- AR, Muhammad Thamrin Saribanon, E., Rahmawati, A., Sucipto, Y. D., & Susanto, P. C. (2023). Determinant Job Satisfaction and Performance Employee: Analysis Competence, Training, Job Experience. *International Journal of Artificial Intelligence Research*, 6(1.2).
- Bargiela-Chiappini, F., Nickerson, C., Planken, B., Bargiela-Chiappini, F., Nickerson, C., & Planken, B. (2013). *What is business discourse?* Springer.
- 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>
- Buda Prasada, P. P., & Sawitri, N. N. (2019). Prediction of Work Stress, Leadership Quality, Motivation of Work and Organization Culture To Work Satisfaction and Impact on Turnover Intention Employees. *Jurnal Manajemen Dan Pemasaran Jasa*, 12(2), 269-280. <https://doi.org/10.25105/jmpj.v12i2.3758>
- Gaol, J. L., & Jimmy, L. (2014). A to Z Human Capital (Manajemen Sumber Daya Manusia) Konsep, Teori, dan Pengembangan dalam Konteks Organisasi Publik dan Bisnis. *Jakarta: PT Gramedia Widiasarana Indonesia*.
- 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.
- 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>
- Johnson, R. D., Lukaszewski, K. M., & Stone, D. L. (2016). The evolution of the field of human resource information systems: Co-evolution of technology and HR processes. *Communications of the Association for Information Systems*, 38(1), 28.
- 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>
- Jumawan, & Widjaja, A. (2023). Antecedent Organizational Commitment Approach that Affects Employee Engagement. *International Journal of Business and Applied Economics (IJBAE)*, 2(2), 177-192. <https://doi.org/https://doi.org/10.55927/ijbae.v2i2.3428>
- Kadir, A. (2017). Pemogramanan Arduino dan Prosesing. *Jakarta: Penerbit Kompas Gramedia*.
- Madura, J. (2001). Pengantar Bisnis Buku 2 Terjemahan. *Jakarta: Salemba Empat*.

- 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>
- Rettrisunz, A., Panjaitan, P. I. M., Sjarifudin, D., Panatap, J., Indonesia, U., Bhayangkara, U., & Raya, J. (2023). Analysis Function Human Resource Management: Recruitment, Training, Career Development, Industrial Relation. *East Asian Journal of Multidisciplinary Research (EAJMR)*, 2(3), 1261–1272. <https://doi.org/https://doi.org/10.55927/eajmr.v2i3.3601>
- Setyawati, A., Pahala, Y., & Susanto, P. C. (2022). Loading And Unloading Labor Performance As A Mediation Of Variables Of Work Motivation, Work Competence And Work Behavior That Impacts Well-Being Loading And Unloading Labor. *Journal of Economics, Management, Entrepreneur, and Business*, 2(2), 146–161.
- Susanto, P. C., Agusinta, L., & Setyawati, A. (2023). Determinant Organization Commitment and Development Organization: Analysis Servant Leadership, Transformational Leadership, Transactional Leadership. 2(3), 541–558.
- 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.stmatrisakti.ac.id/index.php/premium/article/view/15>
- Susanto, P. C., Parmenas, N. H., & Suryawan, R. F. (2023). Determinant Attitude and Employee Recruitment: Analysis Psikotest, Assessment, Behavioral Event Interview and Experience (Study Literature). *International Journal of Psychology and Health Science*, 1(1), 1–8.
- Vărzaru, D. C., & Vărzaru, A. A. (2016). The contribution of the human resources information system to human capital performance management within the organization. *Economic Sciences Series*, 16(1), 429–434.
- 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*.
- Zen, A., Bhayangkara, U., & Raya, J. (2023). Mini Review: Organization Commitment, Organization Sustainability, Resilience, Community Social Behavior, Transformational Leadership. 2(3), 875–890.