Human Resources Scoring Performance Information System at Pt. Atri Distribusindo Tbk.

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Abstract: Human resources performance scoring is a key component to many company in human resource process to give decisions related with award for employee. PT. Atri Distribusindo Tbk. using 360° method to score human resources performance to prevent subjective scoring. The result will use to create report to determine type of training requirement or promotion for employee. Scoring procedure at PT. Atri Distribusindo Tbk. already on track but the weakness is it still need longer time to count the score and level of human error very high. To solve problem this research will design human resoures scoring information system. This research using object oriented approach and prototype methode. Support software to build human resources scoring performance information system were PHP as programming application and postgre SQL as database. Result of this research is human resources scoring information system and hopefully will help to make scoring process easier and faster and will produce accurate report.

Key words: Information system, employee performance, performance scoring, level of human error very high, postgre SQL as database

INTRODUCTION

The era of free competition has existed, competitive advantage becomes an absolute requirement so that an organization is able to survive in the changes turmoil that will occur. With the use of technology that is growing rapidly forcing companies must compete to be the top ones in their respective fields. Then the changing of working structure and mechanism in a company environment requires Human Resources (HR) that are in it to have the insight, skills, mindset and new ways that are suitable to company needs. In addition the human resources that is reliable should be able to adapt to the new situation which must be creative, innovative, proactive and broadminded. Human resources in an organization are a valuable asset for the company itself. Human resources will work optimally when the company can support the advancement of their careers by seeing their competence so as to be able to support the implementation of the company vision and mission through every day performance. But the role of human resources for the company is not only seen from the results of work productivity but it also can be seen from the quality of work produced.

To find reliable human resources scoring must be done on several aspects of Human Resources (HR) scoring performance in PT Atri Distribusindo Tbk uses 360° method with an evaluation of the following aspects of conceptual thingking, problem solving and decision making, innovation, leadership, developing others, team building, planning, organizing and controlling, work standar, customer orientation dan continuous learning. HR scoring performance is conducted on the performance during 1 year and it will be used as a reference for determining the promotion or employee training. In the evaluation process of employee performance in PT Atri Distribusindo Tbk. was based on procedures but there are still experiencing problems such as the process of value calculating and performance reporting requires a long time and a very high potential for human error in the process of the calculating on value and performance. In the scoring performance the human resources team is still using paper media to give an evaluation of each employee, it certainly causes the employee scoring performance process takes a long time both in the preparation step as well as the value calculation. Then another problem is the errors potential in calculating is very high because of the big amount of HR assessors or HR assessed and the number of evaluation components on this HR scoring performance.

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Objective of the study: The purpose of this study is to simplify and to accelerate the process of HR scoring performance and to provide accurate reports result by using human resources scoring performance information system.

Literatur review

Systems definitions: The system according to Kendall *et al.* (2008) is a set of things or events or elements or subsystems that are collaborated with each other or are connected with certain ways so as to form a single unit to perform a function in order to achieve a goal.

Information systems definition: Information system according to Shelly *et al.* (2006) can be defined as a system in an organization that is a combination of people, facilities, technology, media, procedures and controls which are addressed to get important communication lines to process certain routine transaction type to signal to management and the others on the events of internal and external that are important and to provide an information base for smart decision makers.

Performance definition: Performance by Mathis and Jackson (2009) is derived from job performance or actual performance which means work achievements or actual achievements that are attained by a person. Performance is the result or output of a process. According to behavioral approaches in management, performance is the quantity or quality of something which is produced or service which is rendered by a person who does the job which is also a condition that must be known and confirmed to certain parties to determine the achievement level of result from an agency. It is connected with the vision which is assigned to an organization or company and to know the positive and negative impacts of operational policy. Performance quality will be determined by using an evaluation system of good management.

Scoring performance: Scoring performance is a way of measuring the contributions of individuals in the organization (Kurniawati and MeilianaIntani, 2016; Mondy and Mondy, 2012; Wartika *et al.*, 2015). In the modern organization, evaluation provides an important mechanism for management to use in explaining the objectives and standards of performance and to motivate individual performance at the next time. The
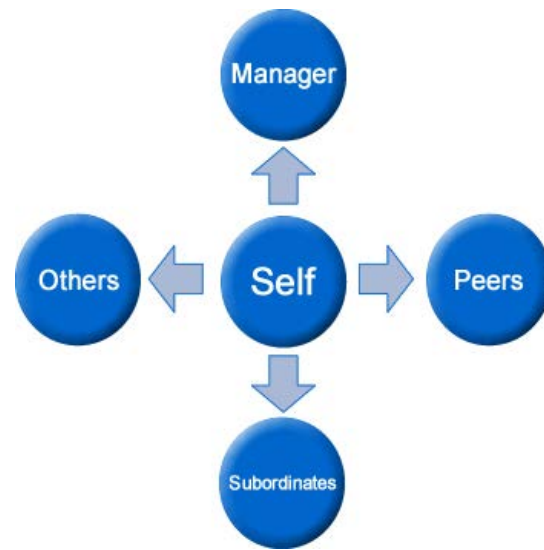

Fig. 1: The 360° evaluation cycle (Atwater and Brett, 2005)

importance value of scoring performance is concerning the determination on the level of the individual contribution to the performance which is expressed in the completion of the tasks which becomes his responsible.

Methods 360°: The 360° method according to Lepsinger and Lucia (2004) is a scoring performance method that allows employees to gain evaluation in all directions from the head office the head section the head subsections and co-workers. The 360° evaluation method research is an evaluation of an employee which is not only taken from the immediate superordinate or the second superordinate on it but it is also sought from colleagues that one level (peer) as well as direct subordinate concerned. The largerst contibution or percentage of evaluation still comes from the immediate supervisor and the second supervisor on it (Fig. 1).

MATERIALS AND METHODS

System approach method: System approach method that is used is the approach method of object-oriented systems. Object-oriented approach by Jogiyanto (2005) is a technique or approach in viewing problems and system (software system, information systems or other systems). Object-oriented approach will view the system to be developed as a collection of objects that corresponds to real-world objects.
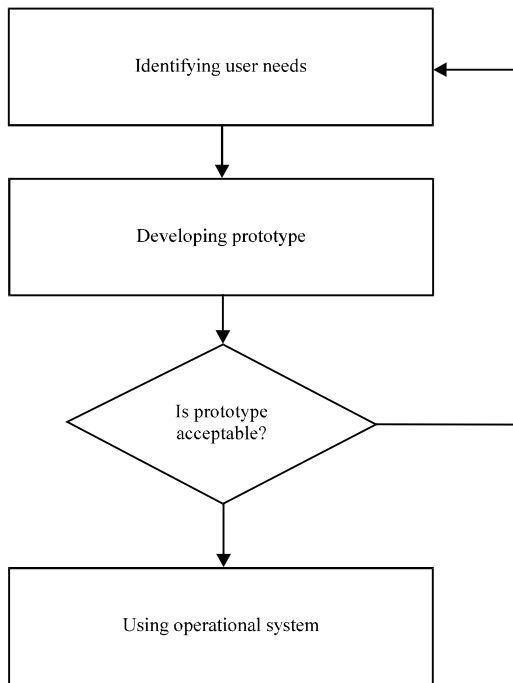
Fig. 2: Prototype model (Mauluddin, 2012)

System development methods: System development method which is used is prototype model. The prototype model is as follows (Fig. 2).

RESULTS AND DISCUSSION

Analysis of the current system: System analysis that runs aims to determine how the system works and to be able to identify the problems that exist in an agency/company on a particular process so that it can propose a new system designing to overcome these problems. The analysis process is performed on the process of evaluation and HR scoring performance report on PT. Atri Distribusindo Tbk. The analysis results is visualized by using Unified Modeling Language (UML) through use case diagrams and activity diagrams. Overview of the current system can be seen in Fig. 3-5.

Activity diagram: The activity diagram of the current system is as follows.

Scoring
Reporting
System overview proposed: Information systems on HR scoring performance which will be followed will implement
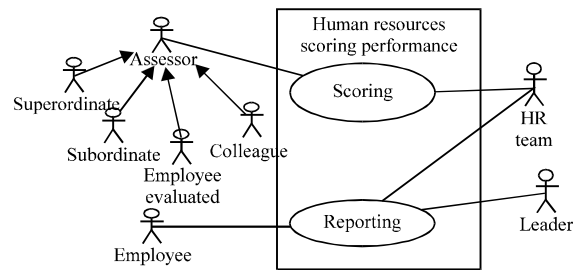
Fig. 3: Use case diagrams of HR scoring performance
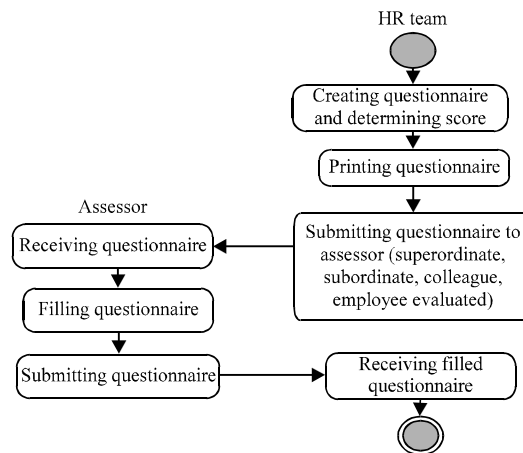
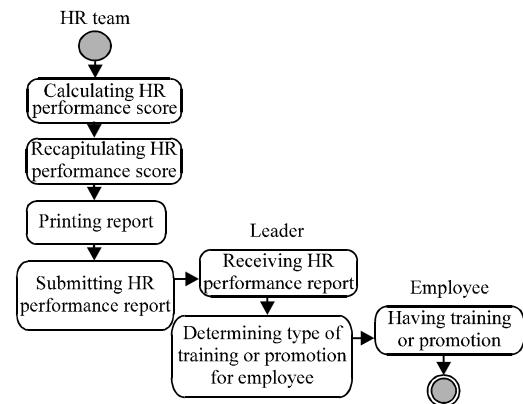Fig. 4: Activity diagram of scoring

Fig. 5: Activity diagram of reporting

the evaluation process of 360° method for evaluating human resources it is based on the following matters:

- Conceptual thinking
- Problem solving and decision making
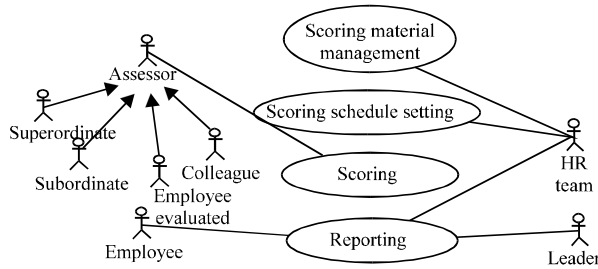- Innovation
- Leadership

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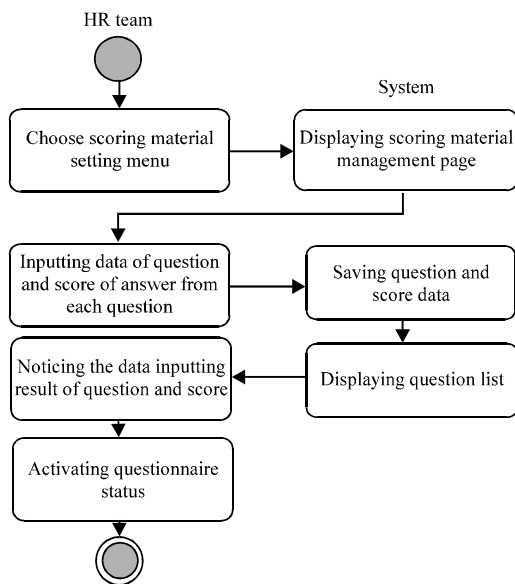Fig. 6: Use case diagram of HR scoring performance information system

Fig. 7: Activity diagram of scoring material setting

- Developing others
- Team building
- Planning, organizing and controlling
- Work standar
- Customer orientation
- Continuous learning

Then, the report which is generated will be used as the reference basis to promote the increase in class or to promote employees to positions that are needed in the next period and the reference of training recommendation which is needed by human resources. In this system there is also evaluation schedule setting so that, evaluation can be timely both of the evaluation time and results reporting. Then making evaluation result report will be done by downloading the form of evaluation accumulation results documents.
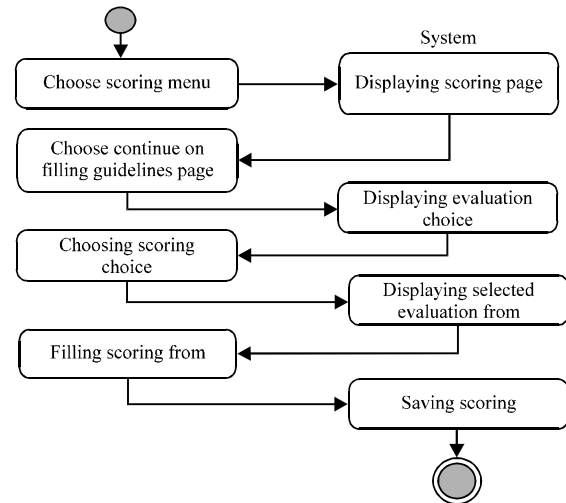
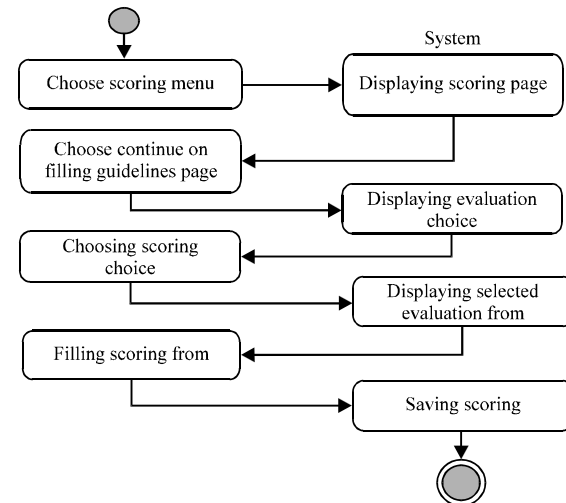Fig. 8: Activity diagram of scoring schedule settings

Fig. 9: Activity diagram of reporting

System designing proposed: Proposal or draft of the system which will be developed will be explained through use case diagram and activity diagram in Fig. 6-13.

Use case diagram; activity diagram; scoring material setting; scoring schedule settings; scoring; reporting; Interface design; guidelines for filling display; selecting the party to be assessed: Here are the examples of information system applications on interface design to human resources scoring performance related to evaluation process shown in Fig. 11.
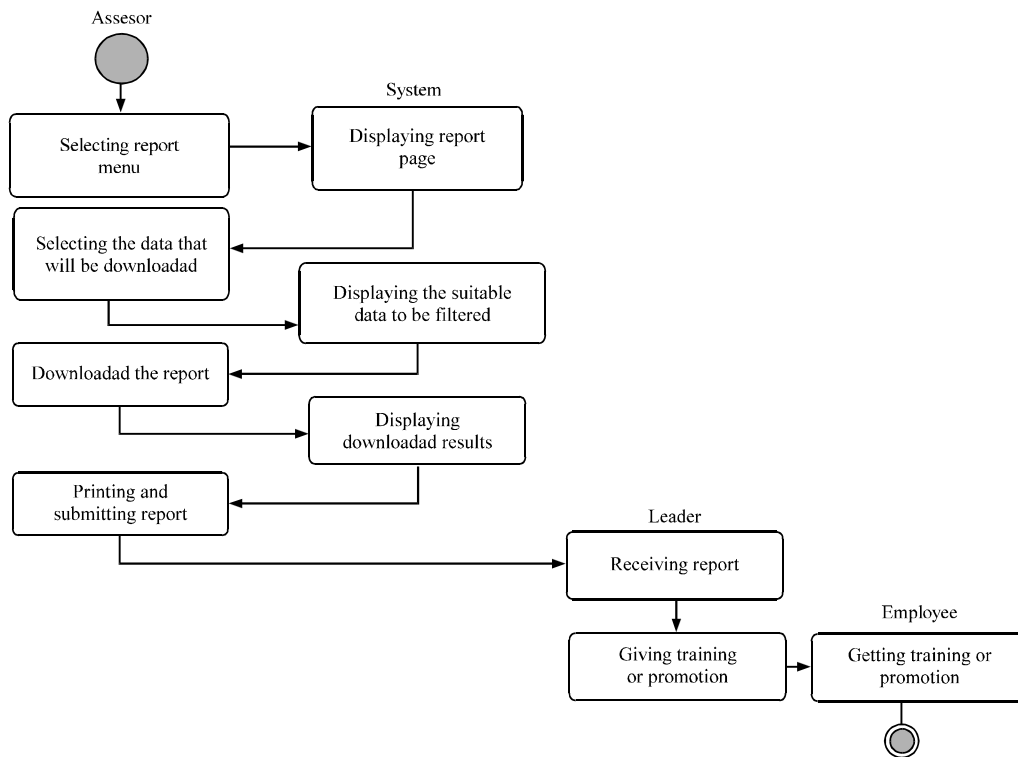
Fig. 10: Activity diagram of reporting

Fig. 11: Guidelines for filling scoring

Fig. 12: Scoring level options

Fig. 13: Choosing to be assessed

CONCLUSION

To solve the above problems it is proposed the design of an information system on scoring performance of human resources that can facilitate in preparation process, assessment process and value calculation of HR performance so the reports are generated quickly and accurately.

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