

ABSTRAK

Saat ini perusahaan dituntut untuk memiliki daya saing yang kuat agar dapat berkembang lebih cepat lagi. Salah satu kunci untuk bersaing adalah sumber daya manusia yang dimiliki oleh sebuah perusahaan. Peran HRD (*Human Resource Development*) pun menjadi sangat vital dalam keberlangsungan proses pengembangan sumber daya manusia dalam suatu perusahaan. Oleh karena itu, penulis melakukan penelitian dengan judul “Sistem informasi *Personal Development*” yang diharapkan dapat membantu kinerja HRD dalam melakukan tugasnya. Penelitian ini dilakukan untuk menghasilkan suatu aplikasi *desktop* yang diharapkan dapat mempermudah proses pencatatan data karyawan, data *training*, data penilaian kompetensi dan kinerja karyawan. Aplikasi ini pun dapat melakukan pengaturan parameter penilaian sesuai dengan bagian dan tanggung jawab seorang karyawan dan membantu melakukan penilaian yang lebih objektif dan terukur. Selain itu, tujuan dari penelitian ini adalah untuk memberikan informasi berupa laporan karyawan, laporan *training*, dan laporan penilaian. Sumber data untuk pembuatan aplikasi diperoleh dari tanya jawab pada karyawan salah satu perusahaan, serta buku-buku mengenai teori-teori yang dibutuhkan dari berbagai sumber sebagai referensi.

Kata Kunci: sistem informasi, sumber daya manusia, HRD

ABSTRACT

Nowadays, company is required to have strong competitiveness in order to grow faster. One of the keys to compete is its human resource that owned by a company. Human Resource Development's role became vital in the process of developing human resources in a company. Therefore, the authors conducted a study with the title "Personal Development Information System" which is expected to help the performance of HRD in performing its duties. This study was conducted to produce a desktop application that is expected to simplify the process of recording employee data, training data, competency assessment data and employee performance. This application also can make arrangements in accordance with section assessment parameters and responsibilities of an employee and help perform assessments more objective and measurable. Moreover, the purpose of this study is to provide information such as the employee reports, training reports, and the assessment reports. The data source for the creation of applications acquired from debriefing on one of the company employees, as well as books on theories that are needed from a variety of sources as a reference.

Keywords: information systems, human resources, HRD

DAFTAR ISI

LEMBAR PENGESAHAN	ii
PERNYATAAN ORISINALITAS LAPORAN PENELITIAN	iii
PERNYATAAN PUBLIKASI LAPORAN PENELITIAN	iv
PRAKATA	v
ABSTRAK	vi
<i>ABSTRACT</i>	vii
DAFTAR ISI	viii
DAFTAR Gambar.....	xv
DAFTAR TABEL	xx
DAFTAR NOTASI/ LAMBANG	xxii
DAFTAR SINGKATAN.....	xxiv
BAB 1. PENDAHULUAN	1
1.1 Latar Belakang Masalah	1
1.2 Rumusan Masalah.....	1
1.3 Tujuan Pembahasan.....	2
1.4 Ruang Lingkup Kajian.....	2
1.5 Sumber Data	3
1.6 Sistematika Penyajian	4
BAB 2. KAJIAN TEORI	5
2.1 Sistem Informasi.....	5
2.2 Pengembangan Sumber Daya Manusia	5
2.2.1 Karyawan	6
2.2.2 Penilaian Karyawan.....	6
2.2.3 Penilaian Kinerja dan Prestasi	7
2.2.4 Penilaian Kompetensi Karyawan.....	9
2.2.5 Sistem Manajemen Karyawan.....	12
2.2.6 <i>Training</i>	13
2.3 <i>Flowchart</i>	13
2.4 <i>Database</i>	14
2.5 UML.....	15

2.6	<i>Blackbox Testing</i>	17
BAB 3.	ANALISIS DAN RANCANGAN SISTEM.....	18
3.1	Proses Bisnis Karir Karyawan	18
3.2	Proses Bisnis Penilaian Karyawan	20
3.3	Proses Bisnis Promosi Karyawan	22
3.4	Proses Bisnis <i>Training</i> Intern.....	24
3.5	Proses Bisnis <i>Training</i> Extern.....	26
3.6	<i>Entity Relationship Diagram</i>	28
3.6.1	ERD.....	28
3.6.2	ER to Table	28
3.7	Use Case.....	34
3.7.1	Use Case Sistem Informasi <i>Personal Development</i>	34
3.7.2	Use Case Mengelola Data <i>Competency Type</i>	35
3.7.3	Use Case Mengelola Data <i>Competency Appraisal</i>	36
3.7.4	Use Case Mengelola Data <i>Competency Point</i>	36
3.7.5	Use Case Mengelola Data <i>Competency Criteria</i>	37
3.7.6	Use Case Mengelola Data <i>Performance Appraisal</i>	38
3.7.7	Use Case Mengelola Data <i>Performance Criteria</i>	38
3.7.8	Use Case Mengelola Data <i>Employee</i>	39
3.7.9	Use Case Mengelola Data <i>Division</i>	39
3.7.10	Use Case Mengelola Data <i>Position</i>	40
3.7.11	Use Case Mengelola Data <i>Training</i>	41
3.7.12	Use Case Mengelola <i>Competency & Performance Score</i>	42
3.7.13	Use Case Melihat Laporan.....	43
3.7.14	Use Case <i>Promotion</i>	43
3.8	<i>Activity Diagram</i>	44
3.8.1	<i>Activity Diagram Login</i>	44
3.8.2	<i>Activity Diagram Add Employee</i>	45
3.8.3	<i>Activity Diagram Update Employee</i>	46
3.8.4	<i>Activity Diagram Delete Employee</i>	47
3.8.5	<i>Activity Diagram Add Competency Type</i>	48
3.8.6	<i>Activity Diagram Update Competency Type</i>	49

3.8.7	<i>Activity Diagram Delete Competency Type</i>	50
3.8.8	<i>Activity Diagram Add Competency Appraisal</i>	51
3.8.9	<i>Activity Diagram Update Competency Appraisal</i>	52
3.8.10	<i>Activity Diagram Delete Competency Appraisal</i>	53
3.8.11	<i>Activity Diagram Add Competency Point</i>	54
3.8.12	<i>Activity Diagram Update Competency Point</i>	55
3.8.13	<i>Activity Diagram Delete Competency Point</i>	56
3.8.14	<i>Activity Diagram Add Performance Appraisal</i>	57
3.8.15	<i>Activity Diagram Update Performance Appraisal</i>	58
3.8.16	<i>Activity Diagram Delete Performance Appraisal</i>	59
3.8.17	<i>Activity Diagram Add Training</i>	60
3.8.18	<i>Activity Diagram Update Training</i>	61
3.8.19	<i>Activity Diagram Delete Training</i>	62
3.8.20	<i>Activity Diagram Add Division</i>	63
3.8.21	<i>Activity Diagram Update Division</i>	64
3.8.22	<i>Activity Diagram Delete Division</i>	65
3.8.23	<i>Activity Diagram Add Position</i>	66
3.8.24	<i>Activity Diagram Update Position</i>	67
3.8.25	<i>Activity Diagram Delete Position</i>	68
3.8.26	<i>Activity Diagram Appraisal Percentage Management</i>	69
3.8.27	<i>Activity Diagram Add Training Participant</i>	70
3.8.28	<i>Activity Diagram Add Competency Criteria</i>	71
3.8.29	<i>Activity Diagram Delete Competency Criteria</i>	72
3.8.30	<i>Activity Diagram Add Performance Criteria</i>	73
3.8.31	<i>Activity Diagram Delete Performance Criteria</i>	74
3.8.32	<i>Activity Diagram Save Performance Appraisal Score</i>	75
3.8.33	<i>Activity Diagram Save Competency Appraisal Score</i>	76
3.8.34	<i>Activity Diagram Delete Competency Appraisal Score</i>	77
3.8.35	<i>Activity Diagram Delete Performance Appraisal Score</i>	78
3.8.36	<i>Activity Diagram Preview Employees Report</i>	78
3.8.37	<i>Activity Diagram Preview Employee's Personal Data</i>	79
3.8.38	<i>Activity Diagram Preview Training Report</i>	80

3.8.39	<i>Activity Diagram Preview Performance Appraisal Report</i>	81
3.8.40	<i>Activity Diagram Preview Competency Appraisal Report</i>	82
3.9	Class Diagram	83
3.9.1	Class Diagram Divisi	84
3.9.2	Class Diagram Jabatan	84
3.9.3	Class Diagram Karyawan.....	85
3.9.4	Class Diagram KriteriaKinerja	86
3.9.5	Class Diagram KriteriaKompetensi.....	86
3.9.6	Class Diagram PenilaianKinerja	87
3.9.7	Class Diagram PenilaianKinerjaKaryawan	87
3.9.8	Class Diagram PenilaianKompetensi	88
3.9.9	Class Diagram PenilaianKompetensiKaryawan	88
3.9.10	Class Diagram Poin	89
3.9.11	Class Diagram PoinPenilaianKompetensi.....	89
3.9.12	Class Diagram SuperTipeKompetensi	90
3.9.13	Class Diagram TipePenilaianKompetensi	90
3.9.14	Class Diagram <i>Training</i>	91
3.9.15	Class Diagram <i>Training</i> Karyawan.....	91
3.9.16	Class Diagram HistoriKaryawan	92
3.10	Rancangan Antarmuka	92
3.10.1	Rancangan Antarmuka <i>Form Login</i>	92
3.10.2	Rancangan Antarmuka <i>Form Main Menu</i>	93
3.10.3	Rancangan Antarmuka <i>Change Password</i>	93
3.10.4	Rancangan Antarmuka Form Division Management.....	94
3.10.5	Rancangan Antarmuka <i>Form Position Management</i>	95
3.10.6	Rancangan Antarmuka <i>Form Employee Management</i>	96
3.10.7	Rancangan Antarmuka <i>Form Competency Type Management</i> 97	
3.10.8	Rancangan Antarmuka <i>Form Performance Appraisal Management</i>	98
3.10.9	Rancangan Antarmuka Form <i>Competency Appraisal Management</i>	99

3.10.10	Rancangan Antarmuka Form <i>Competency Criteria</i>	100
3.10.11	Rancangan Antarmuka Form <i>Performance Criteria</i>	101
3.10.12	Rancangan Antarmuka <i>Training Management</i>	102
3.10.13	Rancangan Antarmuka <i>Form Competency Point</i>	103
3.10.14	Rancangan Antarmuka <i>Form Appraisal Percentage</i>	104
3.10.15	Rancangan Antarmuka <i>Form Performance Appraisal</i>	105
3.10.16	Rancangan Antarmuka <i>Form Competency Appraisal</i>	106
3.10.17	Rancangan Antarmuka <i>Form Employees' Score</i>	107
3.10.18	Rancangan Antarmuka <i>Form Promotion</i>	107
3.10.19	Rancangan Antarmuka <i>Form Employee's Career</i>	108
3.10.20	Rancangan Antarmuka <i>Form Employees's Report</i>	109
3.10.21	Rancangan Antarmuka <i>Form Employee's Personal Data</i> ...	110
3.10.22	Rancangan Antarmuka <i>Form Training Detail</i>	111
3.10.23	Rancangan Antarmuka <i>Form Performance Appraisal Report</i> 112	
3.10.24	Rancangan Antarmuka <i>Form Competency Appraisal Report</i> 113	
BAB 4.	HASIL PENELITIAN	114
4.1	<i>Form Login</i>	114
4.2	<i>Form Main Menu</i>	114
4.3	<i>Form Change Password</i>	115
4.4	<i>Form Division Management</i>	116
4.5	<i>Form Position Management</i>	117
4.6	<i>Form Employee Management</i>	118
4.7	<i>Form Competency Type Management</i>	119
4.8	<i>Form Performance Appraisal Management</i>	120
4.9	<i>Form Competency Appraisal Management</i>	121
4.10	<i>Form Competency Point Management</i>	122
4.11	<i>Form Competency Criteria</i>	123
4.12	<i>Form Performance Criteria</i>	124
4.13	<i>Form Training Management</i>	125
4.14	<i>Form Appraisal Percentage</i>	126

4.15	<i>Form Competency Appraisal</i>	126
4.16	<i>Form Performance Appraisal</i>	127
4.17	<i>Form Employees' Scores</i>	128
4.18	<i>Form Promotion</i>	129
4.19	<i>Form Employee's Career</i>	130
4.20	<i>Form Employees' Report</i>	130
4.21	<i>Form Employee's Personal Data</i>	131
4.22	<i>Form Training Detail</i>	132
4.23	<i>Form Performance Appraisal Report</i>	133
4.24	<i>Form Competency Appraisal Report</i>	134
BAB 5.	PEMBAHASAN DAN UJI COBA HASIL PENELITIAN	135
5.1	<i>Pengujian Login</i>	135
5.2	<i>Pengujian Add Division</i>	136
5.3	<i>Pengujian Update Data Division</i>	137
5.4	<i>Pengujian Delete Data Division</i>	138
5.5	<i>Pengujian Add Data Position</i>	139
5.6	<i>Pengujian Update Data Position</i>	140
5.7	<i>Pengujian Delete Data Position</i>	141
5.8	<i>Pengujian Add Data Employee</i>	142
5.9	<i>Pengujian Update Data Employee</i>	143
5.10	<i>Pengujian Delete Data Employee</i>	145
5.11	<i>Pengujian Add Data Competency Type</i>	146
5.12	<i>Pengujian Update Data Competency Type</i>	147
5.13	<i>Pengujian Delete Data Competency Type</i>	149
5.14	<i>Pengujian Add Data Performance Appraisal</i>	150
5.15	<i>Pengujian Update Data Performance Appraisal</i>	151
5.16	<i>Pengujian Delete Data Performance Appraisal</i>	152
5.17	<i>Pengujian Add Data Competency Appraisal</i>	154
5.18	<i>Pengujian Update Data Competency Appraisal</i>	155
5.19	<i>Pengujian Delete Data Competency Appraisal</i>	156
5.20	<i>Pengujian Add Data Competency Point</i>	158
5.21	<i>Pengujian Update Data Competency Point</i>	159

5.22	Pengujian <i>Delete Data Competency Point</i>	160
5.23	Pengujian <i>Add Data Competency Criteria</i>	161
5.24	Pengujian <i>Delete Data Competency Criteria</i>	163
5.25	Pengujian <i>Add Data Performance Criteria</i>	164
5.26	Pengujian <i>Delete Data Performance Criteria</i>	165
5.27	Pengujian <i>Add Data Training</i>	167
5.28	Pengujian <i>Update Data Training</i>	167
5.29	Pengujian <i>Delete Data Training</i>	169
5.30	Pengujian <i>Save Score Competency Appraisal</i>	170
5.31	Pengujian <i>Delete Score Competency Appraisal</i>	171
5.32	Pengujian <i>Save Score Performance Appraisal</i>	171
5.33	Pengujian <i>Delete Score Performance Appraisal</i>	172
5.34	Pengujian <i>Preview Employee Report Detail</i>	173
5.35	Pengujian <i>Preview Training Report Detail</i>	173
5.36	Pengujian <i>Preview Performance Appraisal Report</i>	174
5.37	Pengujian <i>Preview Competency Appraisal Report</i>	174
BAB 6.	SIMPULAN DAN SARAN	175
6.1	Simpulan.....	175
6.2	Saran	175
	Daftar Pustaka	176

DAFTAR GAMBAR

Gambar 3.1 <i>Flowchart</i> Karir Karyawan	18
Gambar 3.2 <i>Flowchart</i> Penilaian Karyawan	20
Gambar 3.3 <i>Flowchart</i> Promosi Karyawan	22
Gambar 3.4 <i>Flowchart Training</i> Intern	24
Gambar 3.5 <i>Flowchart Training</i> Extern	26
Gambar 3.6 ERD Sistem Informasi <i>Personal Development</i>	28
Gambar 3.7 Use Case Sistem Informasi <i>Personal Development</i>	34
Gambar 3.8 Use Case Mengelola Data <i>Competency Type</i>	35
Gambar 3.9 Use Case Mengelola Data <i>Competency Appraisal</i>	36
Gambar 3.10 Use Case Mengelola Data <i>Competency Point</i>	36
Gambar 3.11 Use Case Mengelola Data <i>Competency Criteria</i>	37
Gambar 3.12 Use Case Mengelola Data <i>Performance Appraisal</i>	38
Gambar 3.13 Use Case Mengelola Data <i>Performance criteria</i>	38
Gambar 3.14 Use Case Mengelola Data <i>Employee</i>	39
Gambar 3.15 Use Case Mengelola Data <i>Division</i>	39
Gambar 3.16 Use Case Mengelola Data <i>Position</i>	40
Gambar 3.17 Use Case Mengelola Data <i>Training</i>	41
Gambar 3.18 Use Case Mengelola <i>Competency & Performance Score</i>	42
Gambar 3.19 Use Case Melihat Laporan.....	43
Gambar 3.20 Use Case <i>Promotion</i>	43
Gambar 3.21 <i>Activity Diagram</i> Login	44
Gambar 3.22 <i>Activity Diagram</i> Add Employee.....	45
Gambar 3.23 <i>Activity Diagram</i> Update Employee.....	46
Gambar 3.24 <i>Activity Diagram</i> Delete Employee.....	47
Gambar 3.25 <i>Activity Diagram</i> Add <i>Competency Type</i>	48
Gambar 3.26 <i>Activity Diagram</i> Update <i>Competency Type</i>	49
Gambar 3.27 <i>Activity Diagram</i> Delete <i>Competency Type</i>	50
Gambar 3.28 <i>Activity Diagram</i> Add <i>Competency Appraisal</i>	51
Gambar 3.29 <i>Activity Diagram</i> Update <i>Competency Appraisal</i>	52

Gambar 3.30 Activity Diagram Delete Competency Appraisal.....	53
Gambar 3.31 Activity Diagram Add Competency Point.....	54
Gambar 3.32 Activity Diagram Update Competency Point	55
Gambar 3.33 Activity Diagram Delete Competency Point.....	56
Gambar 3.34 Activity Diagram Add Performance Appraisal	57
Gambar 3.35 Activity Diagram Update Performance Appraisal	58
Gambar 3.36 Activity Diagram Delete Performance Appraisal	59
Gambar 3.37 Activity Diagram Add Training.....	60
Gambar 3.38 Activity Diagram Update Training.....	61
Gambar 3.39 Activity Diagram Delete Training.....	62
Gambar 3.40 Activity Diagram Add Division	63
Gambar 3.41 Activity Diagram update Division.....	64
Gambar 3.42 Activity Diagram Delete Division	65
Gambar 3.43 Activity Diagram Add Position	66
Gambar 3.44 Activity Diagram Update Position.....	67
Gambar 3.45 Activity Diagram Delete Position	68
Gambar 3.46 Activity Diagram Atur Bobot Penilaian.....	69
Gambar 3.47 Activity Diagram Add Training Participant.....	70
Gambar 3.48 Activity Diagram Add Competency Criteria	71
Gambar 3.49 Activity Diagram Delete Competency Criteria	72
Gambar 3.50 Activity Diagram Add Performance Criteria.....	73
Gambar 3.51 Activity Diagram Delete Performance Criteria	74
Gambar 3.52 Activity Diagram Save Performance Appraisal Score	75
Gambar 3.53 Activity Diagram Save Competency Appraisal Score.....	76
Gambar 3.54 Activity Diagram Delete Score Competency Appraisal.....	77
Gambar 3.55 Activity Diagram Delete Performance Appraisal Score	78
Gambar 3.56 Activity Diagram Preview Employees Report.....	78
Gambar 3.57 Activity Diagram Preview Employee's Personal Data	79
Gambar 3.58 Activity Diagram Preview Training Report.....	80
Gambar 3.59 Activity Diagram Preview Performance Appraisal Report	81
Gambar 3.60 Activity Diagram Preview Competency Appraisal Report.....	82
Gambar 3.61 Class Diagram Entity.....	83

Gambar 3.62 Class Diagram Divisi	84
Gambar 3.63 Class Diagram Jabatan	84
Gambar 3.64 Class Diagram Karyawan.....	85
Gambar 3.65 Class Diagram KriteriaKinerja	86
Gambar 3.66 Class Diagram KriteriaKompetensi	86
Gambar 3.67 Class Diagram PenilaianKinerja.....	87
Gambar 3.68 Class Diagram PenilaianKinerjaKaryawan	87
Gambar 3.69 Class Diagram PenilaianKompetensi.....	88
Gambar 3.70 Class Diagram PenilaianKompetensiKaryawan	88
Gambar 3.71 Class Diagram Poin	89
Gambar 3.72 Class Diagram PoinPenilaianKompetensi.....	89
Gambar 3.73 Class Diagram SuperTipeKompetensi	90
Gambar 3.74 Class Diagram TipePenilaianKompetensi	90
Gambar 3.75 Class Diagram <i>Training</i>	91
Gambar 3.76 Class Diagram <i>Training</i> Karyawan.....	91
Gambar 3.77 Class Diagram HistoriKaryawan	92
Gambar 3.78 Rancangan Antarmuka <i>Form Login</i>	92
Gambar 3.79 Rancangan Antarmuka <i>Form Main Menu</i>	93
Gambar 3.80 Rancangan Antarmuka <i>Form Change Password</i>	93
Gambar 3.81 Rancangan Antarmuka <i>Form Division Management</i>	94
Gambar 3.82 Rancangan Antarmuka <i>Form Position Management</i>	95
Gambar 3.83 Rancangan Antarmuka <i>Form Employee Management</i>	96
Gambar 3.84 Rancangan Antarmuka <i>Form Competency Type Management</i>	97
Gambar 3.85 Rancangan Antarmuka <i>Form Performance Appraisal Management</i>	98
Gambar 3.86 Rancangan Antarmuka <i>Form Competency Appraisal Management</i>	99
Gambar 3.87 Rancangan Antarmuka <i>Form Competency Criteria</i>	100
Gambar 3.88 Rancangan Antarmuka <i>Form Performance Criteria</i>	101
Gambar 3.89 Rancangan Antarmuka <i>Training Management</i>	102
Gambar 3.90 Rancangan Antarmuka <i>Form Competency Point</i>	103

Gambar 3.91 Rancangan Antarmuka <i>Form Appraisal Percentage</i>	104
Gambar 3.92 Rancangan Antarmuka <i>Form Performance Appraisal</i>	105
Gambar 3.93 Rancangan Antarmuka <i>Form Competency Appraisal</i>	106
Gambar 3.94 Rancangan Antarmuka <i>Form Employees' Score</i>	107
Gambar 3.95 Rancangan Antarmuka <i>Form Promotion</i>	107
Gambar 3.96 Rancangan Antarmuka <i>Form Employee's Career</i>	108
Gambar 3.97 Rancangan Antarmuka <i>Form Employees' Report</i>	109
Gambar 3.98 Rancangan Antarmuka <i>Form Employee's Personal Data</i>	110
Gambar 3.99 Rancangan Antarmuka <i>Form Training Detail</i>	111
Gambar 3.100 Rancangan Antarmuka <i>Form Performance Appraisal Report</i>	112
Gambar 3.101 Rancangan Antarmuka <i>Form Competency Appraisal Report</i>	113
Gambar 4.1 <i>Form Login</i>	114
Gambar 4.2 <i>Form Main Menu</i>	114
Gambar 4.3 <i>Form Change Password</i>	115
Gambar 4.4 <i>Form Division Management</i>	116
Gambar 4.5 <i>Form Position Management</i>	117
Gambar 4.6 <i>Form Employee Management</i>	118
Gambar 4.7 <i>Form Competency Type Management</i>	119
Gambar 4.8 <i>Form Performance Appraisal Management</i>	120
Gambar 4.9 <i>Form Competency Appraisal Management</i>	121
Gambar 4.10 <i>Form Competency Point Management</i>	122
Gambar 4.11 <i>Form Competency Criteria</i>	123
Gambar 4.12 <i>Form Performance Criteria</i>	124
Gambar 4.13 <i>Form Training Management</i>	125
Gambar 4.14 <i>Form Appraisal Percentage</i>	126
Gambar 4.15 <i>Form Competency Appraisal</i>	126
Gambar 4.16 <i>Form Performance Appraisal</i>	127
Gambar 4.17 <i>Form Employees' Scores</i>	128
Gambar 4.18 <i>Form Promotion</i>	129
Gambar 4.19 <i>Form Employee's Career</i>	130

Gambar 4.20 <i>Form Employees' Report</i>	130
Gambar 4.21 <i>Form Employee's Personal Data</i>	131
Gambar 4.22 <i>Form Training Detail</i>	132
Gambar 4.23 <i>Form Performance Appraisal Report</i>	133
Gambar 4.24 <i>Form Competency Appraisal Report</i>	134




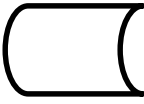
DAFTAR TABEL


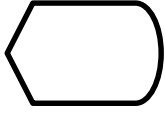
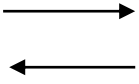


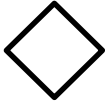
Tabel 1.1 Tabel Simbol <i>Flowchart</i>	xxii
Tabel 2.1 Tabel Contoh Penilaian Kinerja.....	7
Tabel 3.1 Tabel Divisi	28
Tabel 3.2 Tabel Jabatan	28
Tabel 3.3 Tabel Karyawan	29
Tabel 3.4 Tabel Kriteria Kinerja.....	30
Tabel 3.5 Tabel Kriteria Kompetensi.....	30
Tabel 3.6 Tabel Penilaian Kinerja	30
Tabel 3.7 Tabel Penilaian Kinerja Karyawan	31
Tabel 3.8 Tabel Penilaian Kompetensi	31
Tabel 3.9 Tabel Penilaian Kompetensi Karyawan.....	31
Tabel 3.10 Tabel Persentasi Bobot Poin.....	31
Tabel 3.11 Tabel Point.....	32
Tabel 3.12 Tabel point_penilaian_kompetensi.....	32
Tabel 3.13 Tabel Super Tipe Kompetensi.....	32
Tabel 3.14 Tabel tipe_penilaian_kompetensi.....	32
Tabel 3.15 Tabel <i>Training</i>	33
Tabel 3.16 Tabel <i>Training</i> Karyawan	33
Tabel 3.17 Tabel History Karyawan	33
Tabel 5.1 Tabel Pengujian Login	135
Tabel 5.2 Tabel Pengujian <i>Add Division</i>	136
Tabel 5.3 Tabel Pengujian <i>Update Data Division</i>	137
Tabel 5.4 Tabel Pengujian <i>Delete Data Division</i>	138
Tabel 5.5 Tabel Pengujian <i>Add Data Position</i>	139
Tabel 5.6 Tabel Pengujian <i>Update Data Position</i>	140
Tabel 5.7 Tabel Pengujian <i>Delete Data Position</i>	141
Tabel 5.8 Tabel Pengujian <i>Add Data Employee</i>	142
Tabel 5.9 Tabel Pengujian <i>Update Data Employee</i>	143
Tabel 5.10 Tabel Pengujian <i>Delete Data Employee</i>	145

Tabel 5.11 Tabel Pengujian <i>Add Data Competency Type</i>	146
Tabel 5.12 Tabel Pengujian <i>Update Data Competency Type</i>	147
Tabel 5.13 Tabel Pengujian <i>Delete Data Competency Type</i>	149
Tabel 5.14 Tabel Pengujian <i>Add Data Performance Appraisal</i>	150
Tabel 5.15 Tabel Pengujian <i>Update Data Performance Appraisal</i>	151
Tabel 5.16 Tabel Pengujian <i>Delete Data Performance Appraisal</i>	152
Tabel 5.17 Tabel Pengujian <i>Add Data Competency Appraisal</i>	154
Tabel 5.18 Tabel Pengujian <i>Update Data Competency Appraisal</i>	155
Tabel 5.19 Pengujian <i>Delete Data Competency Appraisal</i>	156
Tabel 5.20 Tabel Pengujian <i>Add Data Competency Point</i>	158
Tabel 5.21 Tabel Pengujian <i>Update Data Competency Point</i>	159
Tabel 5.22 Poin Pengujian <i>Delete Data Competency Point</i>	160
Tabel 5.23 Tabel Pengujian <i>Add Data Competency Criteria</i>	161
Tabel 5.24 Tabel Pengujian <i>Delete Data Competency Criteria</i>	163
Tabel 5.25 Tabel Pengujian <i>Add Data Performance Criteria</i>	164
Tabel 5.26 Tabel Pengujian <i>Delete Data Performance Criteria</i>	165
Tabel 5.27 Tabel Pengujian <i>Add Data Training</i>	167
Tabel 5.28 Tabel Pengujian <i>Update Data Training</i>	167
Tabel 5.29 Tabel Pengujian <i>Delete Data Training</i>	169
Tabel 5.30 Tabel Pengujian <i>Save Score Competency Appraisal</i>	170
Tabel 5.31 Tabel Pengujian <i>Delete Score Competency Appraisal</i>	171
Tabel 5.32 Tabel Pengujian <i>Save Score Performance Appraisal</i>	171
Tabel 5.33 Tabel Pengujian <i>Delete Score Performance Appraisal</i>	172
Tabel 5.34 Tabel Pengujian <i>Preview Employee Report Detail</i>	173
Tabel 5.35 Tabel Pengujian <i>Preview Training Report Detail</i>	173
Tabel 5.36 Tabel Pengujian <i>Preview Performance Appraisal Report</i>	174
Tabel 5.37 Tabel Pengujian <i>Preview Competency Appraisal Report</i>	174

DAFTAR NOTASI/ LAMBANG

Tabel 1.1 Tabel Simbol *Flowchart*

Simbol	Nama	Fungsi
	Dokumen	Menunjukkan input dan output baik untuk proses manual, dan komputer
	Simpanan offline	File non-komputer yang diarsip
	Manual Proses	Menunjukkan pekerjaan manual
	Kartu Punch	Menunjukkan I/O yang menggunakan kartu puch
	Proses	Menunjukkan kegiatan proses dari operasi program komputer
	Pita Magnetik	Menunjukkan I/O menggunakan pita magnetic
	Disk	Menunjukkan I/O menggunakan harddisk
	Disket	Menunjukkan I/O menggunakan disket

Simbol	Nama	Fungsi
	Keyboard	Menunjukkan input yang menggunakan keyboard
	Display	Menunjukkan output yang ditunjukkan di monitor
	Garis Alir	Menunjukkan aliran proses
	Penghubung	Menunjukkan penghubung ke halaman yang sama atau halaman lain
	Input/output	Digunakan untuk mewakili data I/O
	Keputusan	Digunakan untuk seleksi kondisi di dalam program

DAFTAR SINGKATAN

ERD: *Entity Relationship Diagram*
UML: *Unified Modeling Language*