**PERANCANGAN PENERIMAAN TENAGA KERJA BERBASIS ELEKTRONIK DI PT. INDO-RAMA SYNTHETICS Tbk.**

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***Abstract***

The design of the e-recruitment system aims to accommodate the company's needs relating to the employee recruitment and selection process, include manage manpower budget. In this research take at PT. Indo-Rama Synthetics Tbk.A company engaged in the manufacture of staple fiber polyester, filament polyester, spun yarn, greige and fabrics textile. Requirement of PT. Indo-Rama Synthetics Tbk., currently related to minimizing time, costs and labor for hiring. The design is directed at the design of e-recruitment applications based on Oracle Peoplesoft Enterprises. Design method using Quality Function Deployment (QFD)and House of Quality (HoQ) matrix. There are 17 attributes used which were obtained from the results of the questionnaire 85 respondents as like as recruitment officer and head of department. The design of e-recruitment applications using the Unified Modeling Language (UML) modeling includes use case diagrams with 4 actors such as applicant, recruitment officer, user and HR manager, then class diagrams, activity diagrams, and sequence diagrams. This study designed the Oracle Peopleoft Enterprise based e-recruitment application that can be used as a media for job advertisements for companies, real time data base employees and candidates, and simplify the process of inputting applicant data.

***Keyword : e- recruitment, quality function deployment, oracle peoplesoft***

***Abstrak***

Desain sistem rekrutmen elektronik bertujuan mengakomodasi kebutuhan perusahaan terkait proses rekrutmen dan seleksi karyawan, termasuk mengelola anggaran tenaga kerja. Dalam penelitian ini mengambil di PT. Indo-Rama Synthetics Tbk. Sebuah perusahaan yang bergerak dalam pembuatan poliester serat stapel, poliester filamen, benang pintal, greige dan kain tekstil. Persyaratan PT. Indo-Rama Synthetics Tbk., Saat ini terkait dengan meminimalkan waktu, biaya dan tenaga untuk perekrutan. Desain diarahkan pada desain aplikasi e-rekrutmen berdasarkan Oracle Peoplesoft Enterprises. Metode perancangan menggunakan matriks Quality Function Deployment (QFD) dan House of Quality (HoQ). Ada 17 atribut yang digunakan yang diperoleh dari hasil kuesioner 85 responden seperti sebagai petugas perekrutan dan kepala departemen. Desain aplikasi e-rekrutmen menggunakan pemodelan Unified Modeling Language (UML) meliputi diagram use case dengan 4 aktor seperti pelamar, petugas perekrutan, pengguna dan manajer SDM, kemudian diagram kelas, diagram aktivitas, dan diagram urutan. Studi ini merancang aplikasi e-rekrutmen berbasis Oracle Peopleoft Enterprise yang dapat digunakan sebagai media untuk iklan pekerjaan bagi perusahaan, karyawan dan kandidat basis data waktu nyata, dan menyederhanakan proses memasukkan data pelamar.

Kata kunci: rekrutmen elektronik, penyebaran fungsi kualitas, oracle peopleoft

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