THE SELECTION PROCESS MONITORING APPLICATION TO IMPROVE EMPLOYEE PERFORMANCE AT PT MEGA ADIYASA MANDIRI MALANG

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Abstract

As a company engaged in providing human resource services, PT Mega Adiyasa Mandiri needs to improve the quality of the human resources it produces to become a superior company in this field. With the selection process that has been carried out so far. Thus PT Mega Adiyasa Mandiri needs to improve the optimization of selection activities. The data collection techniques used in this study are observation and interviews. The method used for making the selection process monitoring application is the pieces method. After the application development process is complete, a system trial will be carried out using the white box method. PT Mega Adiyasa Mandiri is a provider of human resources services that are superior, insightful and competent in various fields. The use of monitoring applications for the selection process makes a positive contribution to PT Mega Adiyasa Mandiri. Companies can have integrated data between prospective workers and users. Companies can easily obtain input from users regarding the performance of the human resources that have been used. In addition, this application also makes it easy for companies to ensure that prospective workers are of good quality.

Keywords: recruitment, job performance, quality human resource

1. INTRODUCTION

PT Mega Adiyasa Mandiri is a company engaged in the selection and placement of domestic workers. In realizing its mission to become a superior, insightful and competent provider of human resource services in various fields, the company needs to develop a selection process that can improve the quality of the human resources it produces. So far, the selection process has only been carried out conventionally by companies, so that the resulting human resource output has a quality that does not meet the standards required by the market. So far, the selection process carried out by PT Mega Adiyasa Mandiri consists of receiving application files, then applicants can take an aptitude test and interview with the HRD team. This process does not begin with administrative selection, so that all applicants have the same opportunity to take part in the selection stages of ability tests and interviews. This has caused many applicants who do not meet the qualifications to work at the Company as users of the selection of workers from PT Mega Adiyasa Mandiri. User companies face difficulties in determining the job description of human resources needed by the company and there is dissatisfaction felt by service users.

In this regard, PT Mega Adiyasa Mandiri needs a solution to overcome the gaps in the company's selection process. To overcome this problem, we need a monitoring method which can help identify the process of selecting human resources in the company. One method that can be used is the pieces method, which is a method that measures the level of efficiency and effectiveness of current system weaknesses so that improvements can be recommended for the new system. Danim (2018) states that the quality of Indonesian human resources that we want is distinguished on the basis of physical qualities (health, physical strength, skills and resilience) and non-physical qualities (independence, perseverance, honesty and morals). Meanwhile Rahardjo (2020) argues that the quality of human resources is not only determined by aspects of skill or physical strength, Ruky (2006: 16) says that the characteristics or characteristics of quality human resources are having full knowledge of their duties, responsibilities and authorities, having the necessary knowledge related to the full implementation of their duties, being able to carry out the tasks that
must be carried out because they have the necessary skills/skills, being productive, innovative/creative, willing to work with others, trustworthy, loyal, and so on.

To find out the various potentials and skills of each prospective employee, the company needs to carry out a selection process. Simamora (2017) explains that the selection process is created and adjusted to meet the staffing needs of a company or organization. The pieces method is a method that can be used to measure the level of efficiency and effectiveness of the selection process. This method measures the number of human resources received compared to the number of qualified human resources. Thus, this method can assist companies or industries in knowing the level of efficiency and effectiveness of the selection process used, so as to improve the selection process carried out. (Huda, 2019). Thus, the research background on monitoring the human resource selection process using the pieces method is to develop a monitoring system that can assist companies or industries in identifying and analyzing problems that arise in the selection process, so as to improve the efficiency and effectiveness of the output quality of human resources produced and their performance.

2. IMPLEMENTATION METHOD

The time used for this research was carried out over a period of 6 months, 1 month for data collection and 1 month for managing data which included presentation in report form. The place for conducting this research is in the company PT Mega Adiyasa Mandiri which is engaged in providing human resources. The data collection techniques used in this study are observation and interviews. In data collection, it begins with planning the data that the writer wants, after that the writer gets the data from the main data including observations and interviews and data.
In Figure 3 is an activity diagram that connects data and visual data. When a user visits the website monitoring dashboard, it will request data using the API then will be responded to by the database server after getting the data, the website will manage the data before displaying the data.

![Dashboard Monitoring Flowchart](image)

**Picture 2. Dashboard Monitoring Flowchart**  
Source: Data Prosses (2023)

Testing the system on the monitoring application. This selection process will be carried out using the white box method by making sure that the performance of the data to be displayed can be done quickly and there are no errors in displaying the actual data.

Certainly, here are the testing scenarios for each of the three testing aspects mentioned earlier:

1. **Functional Testing of the Selection Process Monitoring Application:**
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1. Candidate Data Creation Test: Verify that users can successfully create candidate employee data through the application. Test with various inputs and ensure that the data is accurately stored.

2. Candidate Data Management Test: Attempt to modify, delete, or update existing candidate employee data. Ensure that these changes are accurately reflected within the application.

3. Selection History Test: Verify that users can view the selection history of candidate employees accurately. Test by reviewing previously entered selection data.

4. Notification Test: Test the application's ability to send notifications to users regarding selection progress. Ensure that notifications are sent correctly and contain relevant information.

2. Performance Testing:

a. Response Time Test: Load the application with a significant amount of data and measure response times for various actions such as page loading, data search, or saving changes.

b. Maximum Load Test: Gradually increase the workload until reaching the maximum capacity the system can handle. Observe whether the application continues to function properly and maintains acceptable response times.

3. User Acceptance Testing (UAT):

a. Usability Test: Involve multiple end users in interacting with the application. Observe whether they can easily navigate the application's interface and locate necessary features.

b. Key Feature Test: Assign tasks or usage scenarios to users and assess their ability to correctly utilize the application's features according to their needs.

c. User Feedback Test: Collect user feedback about their experience using the application. Inquire about their impressions, suggestions for improvements, and any features they feel might be lacking.

3. RESULTS AND DISCUSSION

Making monitoring applications accessible to company admins and users (service users). Website-based applications via a web browser (IE or Mozilla Firefox or other) with url address. The following is the display of the application monitoring website for the admin. On the dashboard page there are several menus including login. Admin selects admin login on the login button. On this login page the admin must fill in the username and password. Then click the LOGIN button. The following shows the login page.

![Picture 1. Home Page](Source: Data Prosses (2023))  
![Picture 2. Login Page for Admin](Source: Data Prosses (2023))
Admin can add information related to employee data at PT Mega Adiyasa Mandiri. This data is entered so that it can become information for the user. The data entered is related to the biodata of the workers. The display of data input on the admin page is as follows:

In addition, the admin can also access order data that has been made by the user. On the order data page, there is information on service orders that have been made by the user and information about the user is also available.
Then, during the selection process, the admin can add questions that are used as tests for recruitment participants. The following is a page display for creating exam questions and examinee data.
Furthermore, examinees can take part in a series of recruitment processes at PT Mega Adiyasa Mandiri by submitting the requirements that must be submitted and filling out the questions that have been provided. Exam participants are required to register and log in via the website url provided.
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Source: Data Prosses (2023)

After attaching the required documents and filling out the questions that have been provided, examinees can see first hand the results of the test that has been carried out.

Apart from admins and test participants, PT Mega Adiya Mandir service users can also access a monitoring website which acts as input for the company to continuously improve the quality of its human resources. The following shows the website page display for the user.

For users, if you don't have an account, enter the login menu then select login user, but for admins there is no need to register, point the cursor and click the login button.
Enter Name, Company Name, Company Field, Photo, Username, Password, Address, and Mobile Number. After entering correctly, click the REGISTER button or press the Enter key on the keyboard. After the user logs in, it will go to the Dashboards page.

There is a user identity such as name, photo, mobile number, and address. On the services submenu, there are service options to choose from. If the user wants to see worker details then click on the name. Then a page like the one below will appear. There is a buy and return button. If the user wants to order then click the order button.

If the user wants to order a service, click the order button on the detail page. After clicking the order button, a page like the one below will appear.
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After ordering and using the human resource services provided by PT Mega Adiyasa Mandiri, the user can provide an assessment of the performance of the human resources that have been ordered. Rating by entering a value of 1-100 (You may give an assessment after the service is finished by clicking the rating button). The order page is shown as follows:

![Picture 18. Order Form](Source: Data Prosses (2023))

![Picture 19. Order Notification](Source: Data Prosses (2023))

![Picture 20. Scoring Page](Source: Data Prosses (2023))

![Picture 21. Rating Result](Source: Data Prosses (2023))

With this facility, companies can receive input from users related to the performance of their human resources. With an objective assessment from users, the company can determine the right steps to improve the performance and quality of its human resources.
4. CONCLUSION

PT Mega Adiyasa Mandiri is a human resource service provider company that is superior, insightful and competent in various fields. The use of monitoring applications for the selection process makes a positive contribution to PT Mega Adiyasa Mandiri. Companies can have integrated data between prospective workers and users. Companies can easily obtain input from users regarding the performance of the human resources that have been used. In addition, this application also makes it easy for companies to ensure that prospective workers are of good quality

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