

FEASIBILITY STUDY OF HUMAN RESOURCES INFORMATION SYSTEM APPLICATION IN PMC HOSPITAL JOMBANG

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ABSTRACT

PMC Hospital Jombang is the largest D type hospital in Jombang regency. Most of companies in Jombang mainly use manual system in processing employee data; therefore, it may cause errors while creating report and takes more time to prepare data. The company needs to apply a system to support Human Resource Department (HRD) to overcome this problem. A trial has been performed on the system by input several data such as employees' data, length of employment contract for old employees, follow-up training, rules violations, and assessment of performance.

Based on the implementation and trials of the system, the employee information system at PMC hospital has been able to provide expected result of information that needed by the management. Furthermore, reports that can be generated from the system are attendance reports, assessment of performance reports, reports of violations and training reports.

Keywords: Employee, Information system, Violation

INTRODUCTION

The development of science and technology, including the world of information technology has been increasing rapidly which affects the improvement of services to most of business companies. There are only few company or institutions that take advantage of the advancement in information technology to complement and support the business. It encourages government and private institutions to do various ways to support their business and begin to take advantage of advancement in information technology to support the management to deliver the information effectively.

Management activities which supported by technology and information are not only require hardware but also software. They help to support the information system running expeditiously; therefore they must be suitable or compatible. Hardware will determine the speed of access while the software provides an important role for the smoothness of institutions' activities, such as the ability to perform data processing, storage, and access required information promptly and accurately. The presence of software is expected to store existing data so that they can be easily accessed and processed.

The activity of data accessing and processing becomes an important component related to the development and advancement of many institutions. One of the institutions is in the health sector such as hospital. As a public health service, hospital, will serve patient transactions and daily monitoring activities. The provision of services and actions in many cases will affect the

patient's condition. Fast response is required because of involvement in patient's life. If the hospital has wider range of services, there will be more complexity in types of actions and services that need to be delivered in an integrated coordination. It is not only to provide services, but also to manage funds to finance the operations. Due to this situation, hospital needs to install Hospital Information System (SIRS) to handle the data processing activities which done manually beforehand. Information technology is potential to increase efficiency and effectiveness in the institution.

Efficiency is a institution's ability to generate an output data from existing input data. While effectiveness is the ability of institution to use the right way to get maximum results. Effectiveness and efficiency in the hospital is required because they need to provide accurate data. Each of patients has a data which must be recorded then later will be accessed continuously, especially for outpatients and referral patients. Therefore, it is considered as a big opportunity for IT providers.

The significance of this research in hospital sector is to indicate that hospital is very prospective institution to apply this information system. According to BPS 2010, the total population in Jombang is 1.2 million people. Nowadays in Jombang and surrounding areas there are about 13 hospitals.

LITERATURE REVIEW

The Business Feasibility Study

The business feasibility study is very important and become fundamental of decision-making to implement SIRS. A feasibility study is undertaken to observe whether SIRS is needed by the employee to make their work become more effective and efficient. Furthermore, whether the resources need such as human resources, hardware, materials and management systems can be provided to make the business runs well and gives positive results. If the value of cash flow earned by the business is greater than its investment value, then the project is feasible to run (Zubir, 2013).

Database System (Database System Management)

DBMS is one of elements in the database system. DBMS is a software that provides facilities (which are available and can be used) to perform the functions of setting, monitoring, controlling, processing, and coordinating all processes / operations which occurred in the database system. (Sutabri, 2013)

BPM (Business Process Management)

According to Burlton (2012), business process is an efficient method to integrate an institution based on its pretension and necessity. BPM is a holistic management approach to improve business effectiveness and efficiency which attempts to achieve innovation, flexibility, and integration with technology. BPM tries to make continuous improvement process or refers to an 'optimization process'.

System

A group of elements which closely related to each other, which have a function to achieve a particular goal simultaneously (Sutabri, 2013).

Information

Information as data has been processed in such a way to increase the knowledge of someone who use the data (McFadden, 2011).

RESEARCH METHODS

The research approach used in the development of this business is a type of applied research. Applied research according to Kuncoro (2009: 7) is a research that concerns the application of theory to solve certain problems.

The location of the research is in PMC Hospital Jombang. The study was conducted from August 2016 to December 2016.

The sampling method used in this research is Purposive Sampling which chooses informants according to objectivity and criteria. This method is attempt to obtain the data effectively and accurately in accordance with the researchers' requirement, so that the data obtained is accurate and useful. The interviews were conducted to employees in the IT department, the owner of the PMC Jombang hospital, the financial clerk, 2 PMC hospital administrations and 2 patients at the PMC hospital.

The unit of analysis used in this study is individual. Individual analysis unit is selected for feasibility analysis of IT system in hospital based on technological aspect and organizational aspect.

Data collection methods in this study use primary and secondary data. Primary data is obtained by interview, observation and questionnaire (survey). Secondary data, is obtained from document or literary study.

Data analysis from this research is conducted by analyzing every aspect, such as technological and organizational aspect.

The data can be declared as valid if there is no difference between researchers' report with actual condition of the object during the study. According to Yin (2009), there are four kinds of test to validate data such as internal validity, external validity, and reliability.

RESULTS AND DISCUSSION

The final result of this study indicate that there is a centralized integrated system to store and access the data. The system uses PHP programming base. Figure 1 represents the implementation of department details


Departemen			
No	ID Departemen	Departemen	
1	0101	Komite Medis	 
2	0102	SMF	 
3	0103	Komite Keperawatan	 
4	0104	Kasubid Pelayanan Medis	 
5	0105	Kasubid Penunjang Medis	 
6	0106	Kasubid Keperawatan	 
7	0107	Kasubag SDM	 
8	0201	Kasubag Mumsar	 
9	0202	Kasubag Keuangan	 
10	0203	Kasubag Umum dan TU	 

Figure 1. Details of Department

In Figure 2 we can see the implementation of transaction of mutation

Tambah Transaksi Mutasi

ID Mutasi :

Nama Pegawai:

Tanggal :

Departemen Asal :

Departemen :

Jabatan Asal :

Jabatan Tujuan :

Keterangan :

Figure 2. Transaction of Mutation

CONCLUSION

The results of research from a business feasibility study that discusses "Feasibility Study Application of Human Resource Management Information System at PMC Hospital in Jombang" conclude the following:

- The feasibility of information application from technological aspects in terms of facility and infrastructure readiness has been relatively adequate. The server used is already qualified. The hardware specification used is also suitable for information system. From investment feasibility aspects can be reviewed that the company with an investment of Rp. 150.000.000 is being able to apply a paperless and appropriate support system. So that invested cost is relatively suitable between input and output.
- The feasibility of the system application which is reviewed from organizational aspects indicates that it is become easier to search required data and information related to the personnel system. The reporting activity of entire personnel can be processed promptly by selecting the criteria of making the report. It also helps to generate required report which corresponds with period report related to the personnel system. Furthermore, the system facilitates personnel data management including updation of each employee data and storage. In addition, it helps each head of department to make assessment of employees in such effective ways.

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FEASIBILITY STUDY OF ESTABLISHING RE:DO ARCHITECT FIRM IN SURABAYA

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ABSTRACT

Property growth in Surabaya continues to grow as the population grows where many of them are looking for homes. In addition, the development of creative industries in Surabaya also makes people more aware the needs of design and change many lifestyles of the community. It is seen from the many cafes and restaurants with thematic design. As researcher who work as freelance architect, must begin to take advantage of existing opportunities by starting an architect firm. To begin with, calculated preparation is needed to reduce and control the risks involved. Preparation is done with research on the feasibility of establishing an architect firm conducted in Surabaya. The research was done with qualitative method by analyzing five aspects, they are market aspect, legal aspect, technical and technological aspect, management aspect, and finance aspect. Research is also conducted by interviewing two interviewees who can represent the benchmark that RE:DO company wants to achieve. Market aspect analyzed using STP (segmenting, targeting, and positioning) and marketing mix. Legal aspects are analyzed by regulations that affect company. Technical and technological aspects analyze the company workflow, five dimensions of service, and technologies required. Management aspects are analyzed using five forces analysis, PEST (politic, economy, social, and technology), SWOT (strength, weakness, opportunity, and threat) and organizational structure. Last, the financial aspects were analyzed with net present value, internal rate of return, payback period, and profitability index. The results of this study indicate that the RE:DO company deserves to start and run from all the research aspect.

Keywords: Feasibility Study, Establish, Company, Architect, Architectural, Service, Market, Legal, Technical and Technological, Management, Finance

INTRODUCTION

Surabaya as the second largest city in Indonesia is a busy and bustling metropolis. Not only the second largest city alone, Surabaya is also a city with the second largest business development in Indonesia. Surabaya is located on the north coast of East Java which is strategic location geographically and make Surabaya a gateway to eastern Indonesia. This strategic location made Surabaya since 413 AD, became an international trading port city.

Until now, Surabaya remains a busy city. Many people from other regions are moving to Surabaya to work so that population growth in Surabaya is increasing. Recorded until the end of