Web-based Human Resource Information System Analysis and Design Using Rapid Application Development (RAD) (Case Study: Indonesian Adventist University)

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Abstract: Human resource management within an organization is crucial due to its direct impact to the organization's performance. Furthermore, the utilization of information system facilitates human resource management. This research aims to (1) compare between the old system and the proposed system, (2) build a human resource management information system to better document employees' data, and (3), thus, the resulting information is clear to support future decision making process. In this research, author employed Rapid Application Development (RAD) methodology. This methodology is a further development of the classic SDLC methodology in building information system, wherein RAD allows one or more programmers to build software simultaneously within months, even weeks, rapidly. In conclusion, this research assists the employee-data collection process in UNAI, proved by the information system that manage the data from all the employee much better than the old system. Furthermore, employing RAD methodology accelerates the creation process of the human resource management information system due to the direct feedback to the resulting prototypes.