

ABSTRACT

Web-based Human Capital Services Application Design at CV Baja Sakti Construction

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In the digital era, effective human resource (HR) management is a challenge for companies, including CV. Baja Sakti Construction. This company faces problems in managing employee data, attendance, and payroll manually which causes inefficiency and is prone to administrative errors. This research aims to design and build a web-based Human Capital Services application with three main modules, namely employee data management, attendance, and payroll. Rapid Application Development (RAD) methodology was applied to accelerate the development cycle and ensure user needs are met. The result is an application that enables real-time integration of HR data, automates administrative processes, and improves the company's operational efficiency. The system is expected to provide easy access to data, reduce errors, and increase employee productivity and satisfaction.

Keywords: *Human Capital Services, HR Information System, Digital Time Attendance, Payroll, Rapid Application Development (RAD).*