ABSTRACT

DESIGN OF WEB-BASED HUMAN CAPITAL DEVELOPMENT APPLICATION AT CV BAJA SAKTI USING RAD METHOD

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The need for more efficient human resource (HR) management has increased as a result of advances in information technology. For human resource management systems that are still carried out manually, such as employee performance assessments and training needs analysis, CV Baja Sakti faces several problems. This is time-consuming, error-prone, and difficult to monitor. By using the Rapid Application Development (RAD) method, this research aims to automate this process. This web-based Human Capital Development application is intended to enable centralized management of employee data, enable indicator-based performance assessment, and provide training suggestions based on competency gap analysis. The implementation results show that this application is able to increase accuracy, efficiency and transparency in HR management.

Keywords*: Human Capital Development, Performance Assessment, Training Needs Analysis, Web Based Applications, RAD Method.*