

## **ABSTRACT**

*In improving the quality of its resources, Telkom Pension Fund requires various training in accordance with the work of its employees in order to create qualified and competent employees according to their fields. Based on this, there are still problems related to the implementation of Telkom Pension Fund training is training planning that is still not in accordance with the needs and qualifications of employees. In solving the problems related to the implementation of training in the Pension Fund Telkom required a system that can make the planning for the better so that the elearning performed by employees in accordance with the qualifications and needs of employees.*

*Based on these statements, a reliable solution in this case for Telkom Pension Fund is the existence of SAP-based Enterprise Resource Planning (ERP) system. The method in this research is done by beginning of interview process at company and some thing from ASAP methodology that is at project preparation stage and business blueprint. Before a company performs ERP implementation, blueprint business analysis needs to be done in order to run in accordance with the objectives and achievement of success in system implementation..*

*ERP systems can integrate between divisions in the company, so that the human resources can be integrated with the division of employee's competency development. Before a company performs ERP implementation, it is necessary to do business blueprint analysis to make the implementation process running well and successfully to reach the success implementation of SAP system. Business blueprint contains the design of the application system to be implemented and the business needs of a company. In this development, the business processes will be adjusted on companies and business processes on SAP through fit and gap analysis.*

*The blueprint business contains applications from applications that will be implemented and business needs of a company. In this development will be process improvement and gap.planning and design in doing project of SAP implementation on training implementation process at Telkom Pension's Fund. With the existence of blueprint analysis, it can be made business process which is expected to generate guidance to give direction for planning and designing in SAP implementation process on training implementation process at Telkom Pension Fund.*

*Keyword : ERP, Training, SAP, Fit and Gap Analysis, Business Blueprint*