

## **ABSTRACT**

Telkom University is one of the private universities were established in 2013 has an effort to improve the quality and internal quality on an ongoing basis and make internal resources as one of the institution's strategy to compete with other universities. To meet these needs it is necessary tepar recruitment system to get quality human resources and can meet the needs. In the current conditions there are not yet any integrated system of human resources with faculty, and recruitment systems that are not integrated with the training system at the time of recruitment, in addition to the lack of recruitment report that can be printed in real time. All of these problems arise because of the lack of a centralized data storage and processing in handling multiple interrelated processes with a system of recruitment of teaching staff and also not integrated.

Solutions are considered able to tackle the problem and meet the need for Universitas Telkom with an integrated system, and is able to follow the changes in business processes that occur are ERP (Enterprise Resource Planning) development based on SAP applications. SAP application is one system that can support the process of integration, automation, can perform optimization through the application model information system, and can generate reports in real time.

In conducting the SAP ERP implementation, there are five stages that must be done. Prior to implementing SAP ERP, it should be made a business blueprint phase. Stages of Business blueprint contains a draft of the SAP ERP application system that will be implemented and the system requirements and business institutions. With the solution's SAP ERP system that can be used at the University of Telkom, the authors make a study entitled "Analysis Business Blueprint Enterprise Resource Planning On Recruitment Lecturer Using SAP ERP HCM with Methodology ASAP at Telkom University" which aims to help reduce what processes still not optimal and improve linkages with other units were still not up to the business processes that occur are often hampered by the data distribution.

The study begins premises conducting interviews with Human Resources Development Section and Faculty. Make a study of literature relevant to the research. Then proceed with the collection of data and analyze problems that occur in the recruitment process existing lecturers at institutions and settlement in the form of giving a solution of the research conducted.

**Keywords:** ERP, SAP, HCM, Recruitment, Recruitment Lecturer

