Abstract

Software development process in an organization does to improve user satisfaction, increase competitiveness, and achieve organizational objectives. Similarly, the application of the Human Resources Management Information System (HRMIS) Telkom University. HRMIS application is an application to manage the Human Resources (HR). HR is the most valuable resource in an organization [**1**]. *Several improvements to HRMIS process can indeed be done quickly, but just longer the term fixes that can be used to maintain software focus. The problem is, some models and standard software process improvement organization long term is still not quite adequate in representing the precision.*

Therefore in this research, models of Capability Maturity Model Integration for Development (CMMI - DEV) with IDEAL used to measure HRMIS application development process. Diagnosing phase (diagnosis) IDEAL model chosen as the baseline of implementation of CMMI - DEV activities. By using the Continuous Representation, resulting capability HRMIS application level. In addition, the analysis also conducted a user satisfaction rate of interest and the application. From both the results of the analysis, constructed improvement recommendations to improve the capability HRMIS application level.

Keywords: *CMMI-DEV, HRMIS Telkom University, IDEAL, Capability Level, Continuous Representation.*