ABSTRACT

Since entering the 21st century of a data makes it possible to drive decision-making and business strategy. Human Resource Information System (HRIS) as an excellent example of utilizing administrative cost savings and take strategic advantage through information collection, processing, and sharing.

PT. Jakarta International Container Terminal (PT. JICT) have used HRIS application form ESS (Employee Self Service). Companies are realizing the benefits of HRIS, but its implementation has not been fully effective. Therefore, there should be research to describe the existing HRIS implementations at PT. JICT.

This study was conducted using a combination of the type of descriptive analysis, the model in this study is the Sequential explanatory. Data collected through questionnaires for quantitative data on 89 employees at PT. JICT and interviews for the qualitative data Senior Manager of Human Resource Development (HRD). Questionnaire data processing is done by using IBM SPSS version 22 software.

Based on the results of data processing by comparing the quantitative and qualitative data there are some conflicting data. Nevertheless the results of the data obtained is that the implementation of HRIS at PT. JICT considered effective.

Based on the results of the study, the company needs to provide information on the utilization of the good as what the HRIS provision for employees to benefit from the provision of HRIS can mencapaian corporate goals better in the future.

Keywords: HRIS, Implementation, Mixed Methods