

ABSTRACT

PT. XYZ is a private company in construction and heavy equipment rental services. Construction services include housing, apartments, hotels, malls and other properties and renting heavy equipment such as Tower Crane & Passenger Hoist. Number of Employees at PT. XYZ increases every year. Ways to maintain Employee performance and loyalty is managing appropriate resources by providing compensation and benefits to Employees.

Problems in the process of administration benefits on HRD at PT. XYZ is takes a long time to make a medical claim. Claim process takes seven days to process until complete. Approximately 30 claims submitted each day in the HRD with the number of claims processed does not match the specified time. The benefit administration process does not meet the requirements set by the company.

PT. XYZ is suitable to implement ERP system with SAP application because PT. XYZ is already in the enterprise enterprise with a large income and a large number of Employees. Therefore, the solution of the problem is to design ERP system Benefit module at PT. XYZ with SAP software using SAP Activate methodology. The design can accelerate the benefit administration process in the company and generate a list of benefit plans for each Employee because the ERP system with the SAP application can integrate the HRD division with other divisions in the company.

Keywords: ERP, SAP, Human Capital Management, Benefit, SAP Activate.