

ABSTRACT

DEVELOPMENT OF TRAINING AND DEVELOPMENT MODULE ON WEB-BASED APPLICATION ASSESSMENT TOOL PLATFORM

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Today's business environment is increasingly competitive, both nationally and internationally, many companies are currently trying to demand the role of Human Resources (HR) in competitive advantage. Human resource management needs to be carried out properly and professionally. This HR management aims to improve the work results of the organization today and in the future by increasing the performance of existing human resources. Current individual performance is required to meet the standards set by the company. But what generally happens in the current office environment, superiors and subordinates accuse each other, which makes individuals feel suspicious when trying to establish communication with other groups of individuals. This atmosphere creates a risk that occurs, namely the communication distance or gap between groups of individuals too far which results in failure to carry out software development projects.

So, training and development need to be carried out to identify gaps and differences in the company or organization's individual abilities. Training is an effort to reduce the ability distance between individuals. With adequate training and development, individuals can provide maximum results in carrying out software development projects. This study develops a Training and Development module in the assessment tool application to assist a company or organizational managers in developing individual careers. The development of the Training and

Development module on this web-based assessment tool platform uses the concept of training and individual development, career development, the Laravel framework. The result of this research is the addition of training business processes and career development to existing applications. This business process has two actors, namely admin and employees. Then there is the development of a training and development module on a web-based assessment tools platform that produces several features. These features can help company HR managers to train employees and see how the track records of employees can be in the form of training or certification and software development projects that employees have participated in.

Keywords: Training, Individual Career Development, Web-Based Applications, Collaboration Model, Software Development.