

ABSTRACT

In the contemporary business landscape, effective human resource (HR) management is indispensable for organizational success. As businesses transition towards digitalization, cloud-based HR management information systems are emerging as an essential tool to streamline HR processes and optimize workforce management. This document presents the development of a comprehensive cloud-based HR management information system application designed to meet the various needs of modern organizations.

The application covers a wide array of features essential for efficient HR management, including employee information management, recruitment and onboarding, performance evaluation, training and development, payroll processing, and leave management. By utilizing the scalability, accessibility, and flexibility offered by cloud computing, the proposed system aims to improve HR efficiency, encourage employee engagement, and facilitate data-driven decision-making. Using the latest programming languages such as Golang and ReactJS the application enables excellent user experience and the organization will gain valuable insights into workforce dynamics, anticipate talent needs, and implement strategic HR initiatives.

This HR management information system has undergone comprehensive testing to ensure its quality and effectiveness. User acceptance testing (UAT) showed very positive feedback from users, indicating that the application successfully met their needs and expectations. In addition, whitebox and blackbox testing resulted in flawless performance, proving the reliability and security of the system. Performance testing on cloud infrastructure also showed maximum results, with the application able to handle high workloads and ensure consistent accessibility. This confirms that this cloud-based HR management information system application is not only efficient and user-friendly, but also robust and scalable to support the various needs of modern organizations.

Keywords: Human Resource Development, ERP, Information Systems, Human Resources, Management.