

Abstract

Nowadays, web and email are common media for communicate in major companies, and integrated to various office applications. It provides simplicity and optimizes tasks that used be done manually.

Competency Based Human Resource Management is a method to measures human resources quality in an organization based on standard competency specified by the company, inclusive in Bank Mandiri Jakarta. CBHRM concept allows managers to get a most appropriate person with company requirement.

CBHRM procedure started from process of Performance Plan or compilation plan job, where employees define objectives, percentages and parameters of efficacy of goals attainment. Continued with Performance Tracking where happened by monitoring process work among superior and subordinate based on Performance Plan which have been compiled. Performance Appraisal is final process where realization compared to early plan to yield a competency score and rating by using certain calculation. Employees who involved in CBHRM procedure consisted of officer and two different assessor which each assessor differ one higher level position.

CBHRM application in Bank Mandiri Jakarta is a web based application using Apache as web server, PHP scripting and MySQL database that will transform existing CBHRM procedure to a software application. And also be supported by email functionality as notification for each employee's CBHRM status changing. By developing this application, CBHRM procedure expect more orderly, controlled and well integrated.

Keyword: Human Resource Management, CBHRM, competency, web based application, PHP