Web-Based Outsourcing Workforce Information System (Case Study PT. Trimegah Cipta Mandiri)

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Abstract. *PT. Trimegah Cipta Mandiri is a company that operates in the service sector, namely outsourcing or what is known as outsourcing and this company, so far, for marketing still uses telephone, print media and comes directly to the company of prospective work relations so it cannot find out information about PT. Trimegah Cipta Mandiri is complete and up to date and takes quite a long time and costs quite a lot. Apart from that, when work relations require new potential workers, they experience difficulties, because they do not know directly the data about potential new workers. The purpose of writing this thesis is to design a web-based ordering system at PT. Trimegah Cipta Mandiri, so that it can act as a liaison between PT. Trimegah Cipta Mandiri and work relations without being limited by the location of a region and access times, as well as ease of obtaining information about prospective workers. new work required by work relations. The research methods used included field studies and literature studies. Field studies include interviews and direct observations. Meanwhile, literature research is carried out by looking for materials that are relevant to the problem. Design methods include system analysis in the form of Flow of Documents, system design in the form of Context Diagrams, DFD, ERD, Normalization. The results of the design are applied in the form of web design using the PHP programming language and database management using MySQL. After the system analysis and design has been carried out, it can be seen that PT. Trimegah Cipta Mandiri requires a more effective and efficient method of processing and data collection, so that it is hoped that it will be able to produce information quickly, precisely and accurately which is useful for improving services to work relations.*

Keywords: Outsourcing, PHP, MySQL

1. INTRODUCTION

The rapid development of information technology, especially the internet, has now opened up wide opportunities for producers, whether outsourcing companies or manpower supplies or human resource provider services, to expand marketing. The convenience that many internet users find has positioned this technology as one of the most practical ways of making transactions. This is what sparked the idea for producers, especially outsourcing or manpower supplies companies or human resource provider services, to participate in enlivening the cyber world by opening up online marketing opportunities through media better known as websites.

PT. Trimegah Cipta Mandiri which is located at Jl. Singa Tengah II Kav. 21-22 is a company that operates in the service sector, namely outsourcing or what is known as outsourcing. This company, up to now, still uses telephone, print media and comes directly to potential employment relations companies for marketing, so they cannot find out information about PT. Trimegah Cipta Mandiri completely and up to date and it takes quite a long time and costs quite a lot. Apart from that, when work relations require new prospective workers, they experience difficulties, because they do not know directly the data about prospective new

workers and the location of work relations outside the city, including Salatiga, Temanggung, Kendal, so the information obtained is felt by the work relations to be insufficient.

This is a big enough problem that it will indirectly affect the company's development. In connection with this, it is necessary to have a new system that can provide services quickly in providing service satisfaction to work relations which is useful for the company's development in the future.

Seeing the existing obstacles and the development of information technology which provides many conveniences, the author provides useful ideas for overcoming and minimizing these obstacles by implementing a web-based information system where work relations can make requests for workers without having to come directly to the company or by telephone.

2. THEORETICAL FOUNDATION

A. Understanding Labor Recruitment

Workforce Recruitment is a process of searching for prospective employees, employees, workers, managers or new workers to meet the human resource needs of an organization or company. In this stage, an analysis of existing positions is required to create job descriptions and job specifications.

B. Understanding Work Relations

An employment relationship is a contract where each party is expected to fulfill its responsibilities. A contract where both parties will actually give and receive each other, the one who works will receive for example wages and the one who provides will receive services.

C. Understanding *Outsourcing*

Outsourcing is defined as the transfer or delegation of several business processes to a service provider agency, where the service provider agency carries out administration and management processes based on definitions and criteria agreed upon by the parties.

D. Labour Laws

The legal regulation *of outsourcing* in Indonesia is regulated in labor law Number 13 of 2003 (articles 64, 65 and 66) and the Decree of the Minister of Manpower and Transmigration of the Republic IndonesiaNo.Kep.101/Men/VI/2004 of 2004 concerning Procedures for Licensing Provider Companies Worker or Labor Services (Kepmen 101/2004). The government still considers the regulation regarding outsourcing to be incomplete. The Department of Manpower and Transmigration (Depnakertrans) stated that

it would propose a revision of Law Number 13 of 2003 concerning Employment which regulates these two systems.

The Minister of Manpower and Transmigration, Erman Suparno, argued that the regulation had become a stumbling block for his agency in implementing the policy of eliminating the contract and outsourcing system. General Chairman of the Federation of Building and Public Works Workers' Unions, Sjukur Sarto, said that if the contract system is eliminated, there needs to be a simplification of three things, namely severance pay, pensions and old age security.

There is a high possibility that the first reason is an important consideration by governments and entrepreneurs. Based on the reasons above, this is one of the possibilities underlying the emergence of Presidential Instruction No. 3/2006 concerning Investment Climate Improvement Policy Packages. In the attachment to the Presidential Instruction, one of the policy highlights is creating an Industrial Relations climate that supports the expansion of the workforce. One of the programs of this policy is to amend Law no. 13 of 2003 concerning employment.

E. Agreements in *Outsourcing*

The cooperative relationship between *outsourcing companies* and companies using *outsourcing services* is of course bound by a written agreement. An *outsourcing* agreement (outsourcing) can be in the form of a work contracting agreement or an agreement for the provision of worker or labor services. Agreements made by the parties must fulfill the legal requirements of the agreement as stated in Article 1320 of the Civil Code, namely:

a. Agreed, for both parties
b. The ability of the parties to enter into an agreement
c. A certain thing
d. For a halal reason

F. Definition of Contract Labor

Contract workers are workers who work for a company to do certain work and receive wages based on an agreement in the employment relationship for a certain time until the completion of the work. Types of work agreements for a certain time include:

a. The work agreement is for a certain time where the validity period is determined according to the agreement, for example in the work agreement it is written for a period of 1 (one) year and so on or until the project is completed.

b. The work agreement is for a certain period of time where the validity period is determined by law, for example if the employer employs foreign workers, the work

agreement is written for a certain number of years and so on according to permission granted by the Minister of Manpower on the basis of Law No.3 of 1958 concerning Placement Foreign Workers.

G. Understanding the Internet

The internet is a collection of computers connected to each other in a network. The internet can connect computers and networks throughout the world into a very large computer network. Currently, it is estimated that there are 30,000 networks connected to the Internet. Because it is a network, a computer connected to the Internet means it is connected to all computers throughout the world that are also connected to the Internet.

H. Understanding *the Word Wide Web* (WWW)

Word Wide Web or WWW is the most widely used application and is the most important application. This is because the WWW application can be used for various things. WWW is Internet documents stored on servers located throughout the world. These web documents are created in *hypertext* and *hypermedia formats* using *Hypertext Markup Language* (HTML).

I. Understanding *Websites*

A website is a collection of web pages that are interconnected. *Websites* are often also called sites, websites, sites or portals.

J. Understanding *Downloads*

The process of retrieving files from a server computer on the Internet to the computer we use.

K. Understanding PHP

PHP is an abbreviation for *Hypertext Processor* , namely web-based programming instructions or commands that are usually inserted in HTML documents, as supporting scripts in a server environment *(server side HTML embedded scripting).* With PHP you can also create various kinds of web-based applications, ranging from simple web applications to complex applications that require a connection to a database.

L. Understanding HTML

HTML *(Hypertext Markup Language)* is a programming instruction written in the form of lines of code, known as *Tags* . HTML *scripts are known to only be able to produce a website* with simple *output* , both in terms of appearance and capabilities. Maintenance of web pages (such as adding and updating *website content*) can only be done by changing the HTML *script* in the program.

M. Understanding Dreamweaver MX

Dreamweaver is known as software that has the most dynamic HTML editor. With the help of this HTML editor you can create and develop *powerful web pages* containing animations, graphics and complex *scripts* . *Apart from HTML hand-coding* facilities , Dreamweaver is also equipped with features a visual editor that makes it possible to create a web page without writing a line of commands. Dreamweaver can also display all elements and *software* as well as web pages just by *dragging* and *dropping* these elements from several available menus and panels.

N. Definition *of Upload*

Uploading in general is the activity of copying files to home *software (local software)* to a web server. There are many ways to *upload* , depending on the task being performed or how the web server provider works, but in general you can use an FTP program to upload *web* designs.

O. Understanding MySQL

MySQL *(My Structure Query Language)* or what is usually read as "mai-se-kuel" is an *open source database program* . MySQL is a relational data type, meaning that MySQL stores its data in the form of interconnected tables. MySQL is actually a product that runs on the Linux *platform* . Another advantage of MySQL is that it uses the standard query language that SQL ANSI has.

P. Understanding Web Databases

A web database (web-based database) is basically the same as other database systems, namely a data processing and storage system that can be accessed by certain programming languages. However, web databases are not like conventional database systems which are only intended for certain *platforms* .

Q. Understanding PHPMyAdmin

PHPMyAdmin is a PHP *script that is accessed via a browser* as *an interface* software *for* managing databases on the MySQL server. This package will be very helpful in configuring the application. It is optional, you may install it or not. However, the use of this package is highly recommended because the "core configuration" of the web is in the MySQL database table which is integrated with PHPMyAdmin.

3. METHODOLOGY

The method used by the author to develop the system in this research is the system life cycle method or System *Development Life Cycle* (SDLC) system stages from development to implementation.

The stages in the SDLC method applied are as follows:

1. Planning

   The system planning stages carried out are:

   a. Create and define existing problems at PT Trimegah Cipta Mandiri, including:

      (1). PT. Trimegah Cipta Mandiri is a little known company because of its promotions via telephone, print media and in person.

      (2). The company must come directly to the company to invite them to join in a working relationship which requires time and money.

      (3). The demand for new workers is experiencing problems because work relations do not know directly the data on prospective new workers.

   b. Determine the purpose of creating the system, including:

      (1). Expanding the promotion of PT Trimegah Cipta Mandiri to other companies.

      (2). Makes it easier for the company without having to come directly to the company because it can be done via *the website* .

      (3). Makes it easier for companies to provide information quickly and *up to date* regarding data on prospective new workers to work relations.

2. Analysis

   The activities of the system analysis stage are defining user information needs by collecting information through:

   a. Observation

      Data collection is by observing objects directly, namely at PT. Trimegah Cipta Mandiri which is located at Jl. Singa Tengah II Kav. 21-22 Semarang.

   b. Interview

      Obtain data by asking several questions to personnel, operations and employees company that has authority over the data required by the author.

   c. Literature review

      Study books, notes, diktats that can support research and to obtain the necessary theoretical basis.

3. Design

   Design stages include:

a. System Design

To describe the designed system, several tools are used, namely Flowchart, DFD, ERD and Normalization.

b. Program Creation

The next step that must be taken is to design *the input* , *database* and *output* . Then proceed with creating a program.

4. Implementation

At the implementation stage there are several things that are done, namely:

a. Program Trial

Testing the code results that have been produced from the physical design stage. If there are problems or deficiencies in the program, they will be corrected.

b. Installation

After the program passes testing, the software and hardware will be installed and ready to be used to replace the old system.

4. RESULTS AND DISCUSSION

A. Input Output Results

Image of Administrator Login Form

This form is used when the administrator opens an internal website.
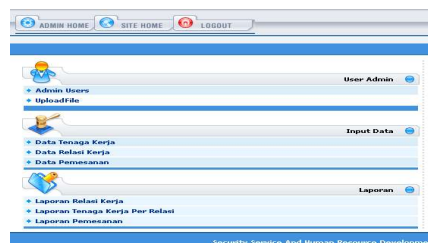
Image of Administrator Main Menu Form

After the administrator has logged in correctly, the menu that will appear is the main menu which consists of the admin user menu, data input which consists of several sub

menus including labor data input, work relationship data input, order data input and reports which consist of reports. work relations, labor reports and labor order reports.

Image of Add Admin Form

Figure 4.11 is used to add and store administrator data

Image of Administrator Table View

Figure 4.12 is used to accommodate and view the results of the admin form input.

Image Upload Form

The upload form functions to upload files that are related to data on prospective workers so that work relations can download the required data.
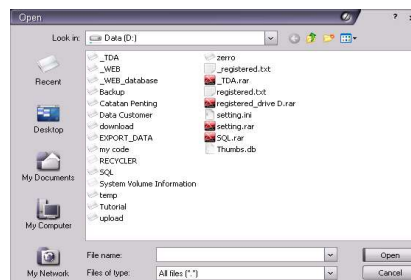
Image Upload Window

When the admin uploads a file, when he clicks the (chosee) button in Figure 4.13, the Upload window will appear, then the admin can select the file with the extension (.rar), select the open button, then select the save button in Figure 4.13. The file that has been uploaded has been uploaded. saved on the web.

Image of Candidate Labor Data Input Form

Figure 4.15 is used to input data for prospective workers by inputting all existing fields, then clicking the save button, the data will automatically be saved in the labor table.

Image of Candidate Data Input Results Form

The image explains that the data input via the image proves it has been successful.

Image of Work Relations Data Input Form

Figure 4.17 is used to input work relationship data by inputting all existing fields, then clicking the save button, the data will automatically be saved in the work relationship table.

Image of Work Relations Data Input Results Form

The image explains that the data input via the image has been stored correctly.

Home Menu Image

The picture explains that when a work partner accesses this website, the first page that will appear is the home menu, as well as for administrators when they click on *site home* , the home menu also explains briefly about the company.

List Menu Image

Figure 4.20 explains how to register as a company employee by filling in the registration form provided by the system.

Profile Menu Image
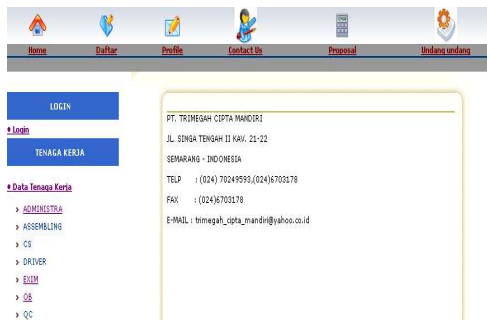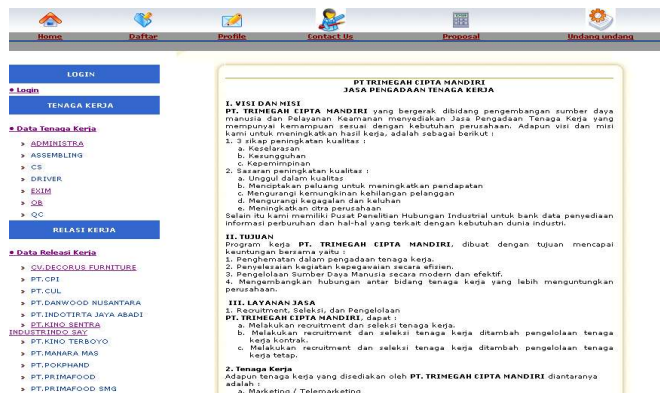
Figure 4.21 outlines a brief history of the company.

Image of the Contact Us Menu

Figure 4.22 displays the company name along with the address and telephone number where work relations can be contacted directly.

Proposal Menu Image

Figure 4.23: explains the proposal submitted to prospective employment relations so that the company does not have to come directly to deliver the proposal to prospective employees. So that prospective workers can read it directly via the website that has been provided. If the work relations agree with the existing proposal, then the prospective work relations can register via the form that has been provided by the system.
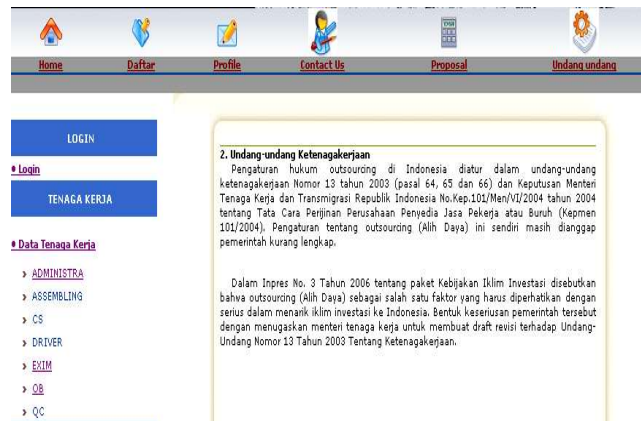
Law Menu Image

The picture explains the labor laws that regulate companies dealing with *outsourcing* so that prospective work relations can feel protected because it is regulated by law.

Image of the Entire New Job Candidate Form

The image displays all the data on prospective new workers which will later be able to be ordered by work relations by viewing it first. By clicking on the name of the prospective new worker, a display will appear in the image.
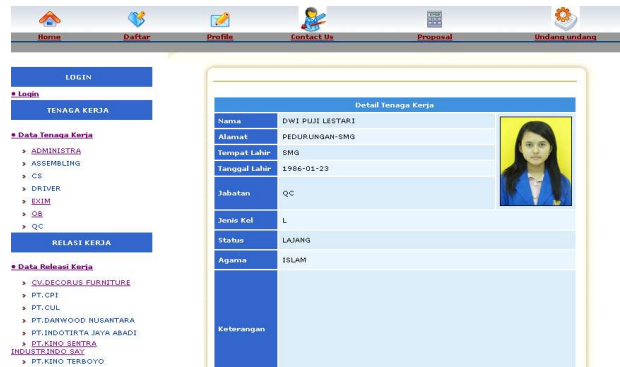
Image of Detailed Form for New Job Candidates

The image displays details of potential new workers so that work relations can find out directly and can choose the new worker candidates they like, then work relations can place orders for new worker candidates by clicking the order button.

Image of the Download File window

The download menu displays files that have been uploaded from the admin, so that work colleagues can download them by clicking on the file desired by work relations, after clicking on the file, image 4.27 will appear.

Image of New Job Candidate Form (Position)

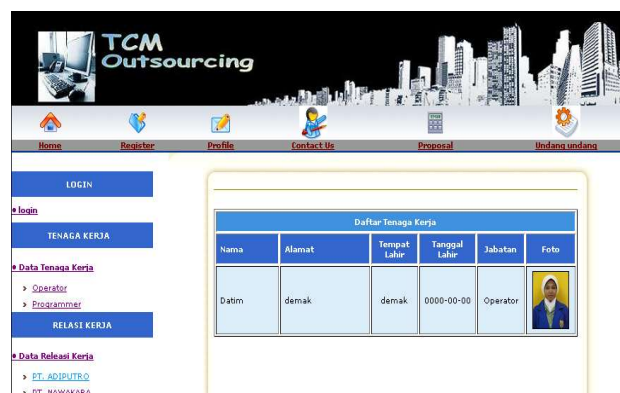The image explains that work relations can search for data on potential new workers based on position by selecting an existing position in the menu.

Image of Work Relations Data Form

The image explains data on work relations that have used outsourcing services. By clicking on the Work Relations Data menu, all the data will appear.

Image of Employment Form (Employment Relations)

The image explains the labor data in the employment relationship. By clicking on the company name button, all employment data in the employment relationship will appear so that the employment relationship can find out how many workers are in the employment relationship.

Login Form Image

The login form image is used when a work relationship wants to order prospective workers, if you don't fill in the work relations login form you won't be able to order potential workers.

Figure 4.32: Message Form

Figure 4.32, this form is the result of a transaction for ordering new prospective workers, then work relations can continue the transaction by selecting the **Send Request button.**

Figure 4.33: Message Details Form

The picture explains the detailed results of the order for prospective workers made by work relations, the work contract is still empty to fill in the work contract which does the admin part because it is internal, namely by clicking **"process".** Then it will appear in the image below.

Image of Employment Contract Form

The image of the employment contract form that is filled out is the administrator because the employment relationship cannot determine the employment contract with the workforce. Work relations can only place orders for prospective workers, after completing the data input, click the process button and the data will be saved.

Image of Criticism and Suggestion Form

Figure 4.35 The Criticism and Suggestion Form is a complementary application on the website. This application is made so that the website becomes interactive. Visitors who visit the website can provide their unique experiences regarding the service and appearance.

Laporan Data Relasi Kerja
PT.Trimegah Cipta Mandiri

ID Relasi	Nama Perusahaan	Alamat	Contact	E-mail	Telepon	Username
12	PT.KINO TERBOYO	KAWASAN INDUTRI TERBOYO BLOK.L/1	RISWANTO	KINO@YAHOO.CO.ID	204-6583600	c
8	CV.DECORUS FURNITURE	JL.RY AMBARAWA - MAGELANG KM.1	SUMARNO	DECORUS@GMAIL.CO.ID	0298-593556	a
9	PT.KINO SAYUNG	JL.RAYA SEMARANG - DEMAK KM.10 SAYUNG	ADJI W (HRD)	KINO_SAYUNG@YAHOO.CO.ID	024-6584920	b
13	RUMAH DUKA TIONG HOA LE WAN	JL.ARTERI YOS SUDARSO, SEMARANG	GUNAWAN	TIONG@YAHOO.CO.ID	024-76632822	d
14	STIKES TLOGOREJO	JL.ARTERI YOS SUDARSO, SMG	IRWAN	STIKES@YAHOO.CO.ID	024-76632823	
15	PT.CUL	JL.PURI ANJASMORO BLOK EE-2 NO.24, SMG	WIJANARKO	CUL@YAHOO.CO.ID	024-7607333	e
16	PT.CPI	JL.RY SMG-DEMAK KM.8 GENUK, SMG	RUDY HERMANU	CPI@YAHOO.CO.ID	024-6580235	f
17	PT.PRIMAFOOD	DUKUH CANDEN, KEL.KUTOWINANGUN, SALATIGA	TRIDADI	PRIMAFOOD@YAHOO.CO.ID	0298-327168	1

Image of Work Relations Data Report

Figure 4.36 is a work relations data report which is a monthly report. This report is used by the personnel section which is made in 2 (two) copies, one (one) for personnel as an archive and 1 (one) handed over to the director which can later be used for company development in the future. future.

Laporan Data Tenaga Kerja
PT.Trimegah Cipta Mandiri

ID Tenaga Kerja	Nama Tenaga Kerja	Nama Perusahaan	Alamat	Tgl.Lahir	Jabatan	Telepon	Agama
58	adi digdo	CV.DECORUS FURNITURE	jl. puiring	1987-04-20	Programmer	1345	KRISTEN
60	Datin	CV.DECORUS FURNITURE	demak	1987-08-12	Operator	01947765	ISLAM
61	ciplen	PT.KINO SAYUNG	Jl. Puring Ngembong	1984-03-03	OB	1234567890	KRISTEN
63	SAPI		JL. AAAA	0000-00-00	SEKRETARIS		ISLAM
62	SHOFYAN		DEMAK KOTA	1985-01-26	EXIM	081225768876	ISLAM
66	NOORMA DESINTA	PT.KINO SAYUNG	PONDIK MAJAPAHIT RT 02/03	1987-09-08	ADMINISTRA	024789579	KRISTEN

[Cetak]

Image of Labor Data Report (Employment Relations)

The image is a data report on workers who have worked in labor relations. This report is made in 3 (three) copies, 1 (one) for personnel, then for the director and the rest for the Manpower and Transmigration Department.

Laporan Data Pemesanan
PT.Trimegah Cipta Mandiri

Nomor Pesan	Tgl Pesan	ID Tenaga Kerja	ID Relasi Kerja	Awal	Akhir	Lama
13	2009-10-30	60	8	2009-10-10	2010-10-10	
12	2009-10-30	61	9	2009-10-10	2010-10-10	
14	2009-11-03	58	8	2009-11-03	2015-11-03	
16	2009-11-03	63	10	2009-11-03	2010-11-03	
17	2009-11-04	62	11	2009-11-04	2010-11-04	
18	2009-11-04	66	22	0000-00-00	0000-00-00	
19	2009-11-04	66	9	2009-09-08	2010-09-08	

[Cetak]

Order Report Image

The image is a data report on orders for prospective new workers, this report is made in 2 (two) copies, 1 (one) for personnel as an archive and 1 (one) for the director as reference material for how much new prospective workers are requested each month.

ID Tenaga Kerja	Nama Tenaga Kerja	Nama Perusahaan	Alamat	Tgl.Lahir	Jabatan	Telepon	Agama
64	INDAH FITRIYANI	PT.KINO TERBOYO	KARANGAWEN-DEMAK	1987-09-15	ASSEMBLING	08122546478	ISLAM

Figure 4.39: Per-Position Labor Report

Figure 4.39 is a job workforce data report, which aims to find out existing workforce data in employment relations based on position.

5. CONCLUSION

From the results of research and analysis by the author regarding the Web-Based Outsourcing Workforce Information System at PT. Trimegah Cipta Mandiri, namely that labor data processing which still uses the old system has not produced maximum information, so it can be concluded that with the existence of the new system and also speed up the presentation of workforce information so that it can produce maximum information according to the needs required by work relations or service users.

With the currently developed system there are several weaknesses that can be minimized. Some of the system improvements that have been developed are as follows:

a. The process of collecting data on work relations can be easily carried out, namely by running certain modules on the system that has been developed. Likewise with data collection on prospective new workers. It is hoped that these modules will make it easier to document data or create reports.

b. Requesting prospective workers using the internet will facilitate work relationships because the information provided is more complete.

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Digital   collection
http://digilib.petra.ac.id/viewer.php?page=2&qual=high&submitval=next&fname=%2
Fjiunkpe%2Fs1%2Fhotl%2F2007%2Fjiunkpe-ns-s1-2007-33402100-7434-
karyawan_contract -chapter2.pdf&submit.x=18&submit.y=11

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