EMPLOYEE PERFORMANCE APPLICATION IN PT. TELKOM INDONESIA DIVISION REGIONAL III BASED ON WEBSITE WITH MANAGEMENT BY OBJECTIVE METHOD

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ABSTRACT

PT. Telkom Indonesia (Persero) Tbk is a state-owned corporation (SOE) active in Indonesia in the field of information and communication technology (ICT) services and telecommunication networks. At 52.09 percent, Telkom's majority shareholder is the Government of the Republic of Indonesia, while the public owns the remaining 47.91 percent. PT. Telkom Indonesia wants good results from all its workers urgently. Since the efficiency of workers is one of the company's determinants of progress. Given that the position is essential, to be able to achieve its objectives, the organization requires skilled and highly professional staff. On the basis of the issue, therefore, Telkom Indonesia needs an objective and transparent performance evaluation system, a website-based application design for employee performance evaluation using objective management by objective method management to assist in carrying out the computerized employee performance evaluation process, so that employee performance evaluation is carried out. Applications made for employee performance assessment offer convenience in conducting employee performance evaluations, reduce the use of paper in performing employee performance evaluations, and promote the collection and search of outcomes of employee performance assessment. In the form of employee performance appraisal reports, employee performance evaluation applications may also view details.

Keywords: Website, MySQL, XAMPP, Management by Objective, Assessment

1. INTRODUCTION

Currently, an agency or company can’t be separated from the use of computers as a tool to assist in processing data and inputting data. By using sophisticated and modern computer technology as it is today, it will be easier for humans to solve a problem and increase the effectiveness and efficiency of doing a job. Therefore, companies that exist today use computers as a tool to help work, especially at PT Telkom Indonesia.

PT. Telkom Indonesia is a company that provides telecommunication services as well as the largest network in Indonesia. PT. Telkom Indonesia itself wants to continue to compete in the business world and respond to the growing challenges in the industrial world, especially in the domestic and global telecommunications sector. PT. Telkom Indonesia is determined to continue to carry out fundamental and comprehensive transformations in all business fields including business and portfolio transformation, infrastructure transformation, organizational and human resource transformation and cultural transformation.

PT. Telkom Indonesia (Persero) Tbk (Telkom) is a State-Owned Enterprise (BUMN) engaged in information and communication technology (ICT) services and telecommunications networks in Indonesia. Telkom's majority shareholder is the Government of the Republic of Indonesia at 52.09%, while the remaining 47.91% is controlled by the public. Telkom's shares are traded on the Indonesia Stock Exchange (IDX) with the code "TLKM" and the New York Stock Exchange (NYSE) with the code "TLK".

In the course of its history, Telkom has gone through various business dynamics and gone through several phases of change, namely the emergence of telephones, changes in the service organization which was the birth of
Telkom, the growth of cellular technology, the development of the digital era, the expansion of international business, and the transformation into a digital-based telecommunication company. In an effort to transform into a digital telecommunication company, TelkomGroup implements a customer-oriented business strategy and company operations. This transformation will make the TelkomGroup organization more lean (lean) and agile in adapting to changes in the telecommunications industry which are taking place very rapidly. The new organization is also expected to increase efficiency and effectiveness in creating a quality customer experience.

II. LITERATURE REVIEW

The application is a part that is in the computer system. The ability of a computer can be used by the user to perform tasks as desired an application is a computer software that utilizes a computer's ability to perform a task in accordance with user instructions. This is done to help and facilitate human work in completing certain tasks. In the real world, software applications are divided into two types, namely special software applications and general software applications. A special software application is a series of programs that are combined and run specifically to solve certain problems. Examples are applications that are within the company and are used for the company itself. Meanwhile, general software applications are a series of programs that are incorporated and run for general ones. For example, a company application that can be used to perform general tasks and can be used for the public.

According to Rohi Abdulloh in his book, said a website is a set of pages that contain digital data, such as text, images, sound, video or a combination of all these things, which can be accessed by everyone via the internet A website is a collection of web pages that run from one web domain address that is used to display text information, still or moving images, sound, animation, or a combination of these. Another definition of a website is a collection of pages that display files or content of various types and are summarized in a document or subdomain that can be accessed using software on a computer.

According to Apriyanto, & Ramadhan, T. Internet (Interconnected Network) is a computer network that connects global networks, the internet can also be called a natural network of a wide network Like local computer networks and area computer networks, the internet also uses the same communication protocol, namely TCP / IP (Transmission Control Protocol / Internet Protocol)

According to Ratna and Kusuma, PHP is a language specifically designed for use on the Web. PHP is a tool for creating dynamic web pages Initially PHP was short for Personal Home Page (Personal Site). PHP was first created by Rasmus Lerdorf in 1995. At that time PHP was still called FI (Form Interpreted), which is a set of scripts used to process form data from the web. Currently PHP stands for PHP: Hypertext Preprocessor, an acronym for recursive, namely a play on words where the abbreviation consists of the abbreviation itself: PHP: Hypertext Preprocessor.

MySQL is a DBMS (Database Management System) application that has been widely used by web application programmers in a relational database system, all information is stored in one large area, which sometimes the data in it is very difficult and tiring to access. But MySQL is a relational database system, so it can group information into tables or groups of related information. Each table contains separate fields, representing each bit of information. MySQL uses an index to speed up the search process for certain rows of information. MySQL requires at least one index per table. Usually will use a primary key or unique identifier to help track data.

III. MATERIALS AND METHODS

This application is a website based application. This application is used by managers and staff to assess employee performance. The system created is given the facility to be able to assess employees. Apart from that, users can also report the final results of their appraisals to employees. Apart from that, users can also report the final results of their appraisals to employees. The first thing to do in building this application is to collect information related to the employee appraisal system. Furthermore, the design stage, by describing the flow of use of the employee appraisal application from the first time the user does it until the user assesses the employee. This stage is done to avoid mistakes when using the application and to make this application easy to use by users. The next stage is the implementation stage. The implementation stage is the stage of writing the program code. At this design stage, it is aimed at how the system can receive orders and be translated to the system. Then after the implementation stage is complete, the next stage is the verification stage. The verification stage is the testing stage of the application that has been built. This stage aims to test the feasibility of this
The final stage is the maintenance stage. The maintenance stage is the maintenance stage that aims to evaluate if there is an error in the application when the application is used, avoiding errors or bugs.

In the system that existed at PT Telkom Indonesia before and which is currently running, it is more precisely in the fulfillment division. When managers or staff assess employees. In a pandemic era like today, every human being is required to maintain a distance so that it is felt that it is not possible to carry out manual assessments. Therefore, researchers created a system to be able to assess employee performance and provide a report. The assessment will be carried out online by the manager or staff. The solution to the problems described above is to create an application that can make employee appraisals and provide website-based employee performance reports faster without having to come to work.

IV. RESULTS AND DISCUSSION

The following is DFD level 0 from designing this application:

![Figure 1](image1.png)

Figure 1. Context diagram consisting of one actor, namely Admin. The picture above illustrates what admin can do

![Figure 2](image2.png)

Figure 2. DFD level 1 is a breakdown of DFD level 0

The following is DFD level 1 from the admin as an actor of the design of this application:
Figure 3. Who acts as an actor is Admin

Figure 3 explains how the Admin performs tasks and how the system prints data.

Figure 4. DFD Level 2

In Figure 4 is DFD level 2 data management. DFD level 2 is a breakdown of DFD level 1. In the picture above illustrates how the admin runs data management which consists of data input, data update, and data view. In this system, the admin can enter data about employees, change employee data, and view employee data. internship which can be accessed through the users’ database. Admin manages data such as adding, changing, and deleting apprentice data which will later be saved to the database. All apprentice data can be seen by the admin and the user, but the user can only see it and cannot change or delete data that is already stored in the database. The following is an interface design that will be used in designing this application: Login page The login page displays for admins and staff, here the admin and staff are required to enter a username and password then press the login button to enter the application. The system can recognize different access rights from admin and staff at login, later the admin and staff will enter into different applications according to their respective access.

Figure 5. Page for staff

This view is used for the dashboard for the staff. In this page Staff can input employee data, input value data, view employee data, change employee data, and view employee grades. This display is used to enter employee data by the admin or staff; there is some information that must be filled in by the admin or staff. After inputting,
the data will be entered into the database. This page view is used to view employee report data by admin or staff. Admin or staff only need to choose which employee data you want to see in the existing table, once selected it will automatically be linked to the review.

System implementation is the next stage of the analysis and design that has been previously presented. The form of implementation is a system that is ready to be tested and used. In the implementation, the supporting hardware and software are also needed, as below, The login page is the initial display of this application. The application can detect users with access that have been made, namely admin and staff. If the username used is admin, it will access the application with access rights as admin and if the username used is staff, it will access the application with access rights as staff.

![Login Page](image)

**Figure 6. Page for employees**

This page is a page that aims to see some of the best employees, on this page there are features, if one of the employees is not the best employee, it can be changed by clicking remove, after which the employee's name moves to the best employee candidate page.

V. CONCLUSION

Based on the design and development of "Design and Development of Employee Performance Evaluation Applications at PT. Telkom Indonesia Regional Division III Website-Based with Management By Objective Methods”, it can be concluded as follows: 1. In this application a system has been built that can be used to assess employee performance. 2. Applications made can display employee performance appraisal information directly based on the local website. Realizing that the design and development of "Design and Build Application of Employee Performance Evaluation at PT. Telkom Indonesia Regional Division III Website Based with Management by Objective Methods" based on local websites is still not perfect, so it needs improvements as needed. Therefore, it is suggested that there is need for further development on the system that has been made so that the functionality in the application can support the needs and there is an increase in the system so that errors are not easy.

REFERENCES