

# SISTEM INFORMASI E-RECRUITMENT BERBASIS WEBSITE PADA BANK SYARIAH INDONESIA (BSI)

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## **ABSTRAK**

Pertumbuhan pesat pengguna dan teknologi dalam dunia perbankan syariah, kebutuhan akan sistem rekrutmen yang efisien dan terotomatisasi semakin mendesak. Permasalahan pada sistem rekrutmen di Bank Syariah Indonesia (BSI) saat ini masih menggunakan vendor. Penelitian ini mengusulkan dan mengimplementasikan Sistem Informasi E-Recruitment berbasis website pada Bank Syariah Indonesia (BSI) sebagai solusi untuk memperbaiki dan meningkatkan proses perekrutan karyawan. Diharapkan dapat memberikan kontribusi pada perkembangan solusi rekrutmen yang sesuai dengan konteks perbankan syariah. Penelitian ini mengadopsi metode pengembangan sistem Waterfall untuk merancang dan mengimplementasikan solusi yang komprehensif. Penelitian dimulai dengan tahap analisis kebutuhan, melibatkan pemahaman mendalam terhadap proses rekrutmen yang ada, identifikasi kebutuhan pihak terkait, dan analisis terhadap kendala yang dihadapi. Desain sistem mencakup pengembangan antarmuka website yang intuitif, integrasi dengan database karyawan, serta fungsi otomatisasi seleksi dan penjadwalan wawancara. Implementasi sistem dilakukan dengan memastikan kesesuaian dengan kebutuhan bisnis dan peraturan perbankan syariah yang berlaku. Sistem E-Recruitment ini membuka aksesibilitas bagi calon karyawan untuk mengakses informasi lowongan pekerjaan, dan mengirimkan lamaran. Di sisi Human Capital Strategy & Policy (HCP) BSI, sistem ini memberikan kemudahan dalam proses penyaringan aplikasi, pengelolaan data pelamar, serta pelacakan tahap rekrutmen. Dengan hasil yang diperoleh perusahaan dapat menarik calon karyawan yang berkualitas, mengoptimalkan waktu dan biaya, serta meningkatkan transparansi dan akuntabilitas dalam proses perekrutan.

**Kata Kunci : Sistem Informasi Perbankan, E-Recruitment, Waterfall**

# WEBSITE-BASED E-RECRUITMENT INFORMATION SYSTEM AT BANK SYARIAH INDONESIA (BSI)

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## ABSTRACT

*With the rapid growth of users and technology in the world of sharia banking, the need for an efficient and automated recruitment system is increasingly urgent. The problem with the recruitment system at Bank Syariah Indonesia (BSI) is that it currently uses vendors. This research proposes and implements a website-based E-Recruitment Information System at Bank Syariah Indonesia (BSI) as a solution to improve and enhance the employee recruitment process. It is hoped that it can contribute to the development of recruitment solutions that are appropriate to the Islamic banking context. This research adopts the Waterfall system development method to design and implement a comprehensive solution. The research began with the needs analysis stage, involving an in-depth understanding of the existing recruitment process, identification of the needs of related parties, and analysis of the obstacles faced. The system design includes the development of an intuitive website interface, integration with employee databases, as well as selection and interview scheduling automation functions. System implementation is carried out by ensuring compliance with business needs and applicable sharia banking regulations. This E-Recruitment system opens up accessibility for prospective employees to access job vacancy information and send applications. On the BSI Human Capital Strategy & Policy (HCP) side, this system provides convenience in the application screening process, managing applicant data, and tracking recruitment stages. With the results obtained, companies can attract quality prospective employees, optimize time and costs, and increase transparency and accountability in the recruitment process.*

**Keywords:** *Banking Information Systems, E-Recruitment, Waterfall*