

PENGEMBANGAN SISTEM REKRUTMEN KARYAWAN BERBASIS WEB PADA PT XYZ

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ABSTRAK

Proses rekrutmen karyawan di PT XYZ masih dilakukan secara semi manual, seperti pengiriman berkas lamaran melalui email, monitoring tahapan seleksi yang belum terdigitalisasi, serta pelaporan progres rekrutmen yang masih manual. Kondisi tersebut menyebabkan pengelolaan data pelamar kurang efisien dan proses rekrutmen sulit dipantau. Penelitian ini bertujuan mengembangkan sistem rekrutmen karyawan berbasis website sebagai solusi atas permasalahan tersebut. Pengumpulan data dilakukan melalui observasi, wawancara, dan studi pustaka. Sistem dikembangkan menggunakan metode Prototipe dengan Nuxt.js sebagai *frontend*, Node.js sebagai *backend*, dan MySQL sebagai basis data. Sistem menyediakan fitur pengelolaan lowongan, pengajuan lamaran secara daring, monitoring tahapan seleksi, dan pelaporan progres rekrutmen secara terpusat. Pengujian dilakukan menggunakan Black Box Testing dan User Acceptance Testing (UAT). Hasil UAT menunjukkan tingkat kepuasan sebesar 88,53% untuk pelamar, 88% untuk admin, 85% untuk Staf HR, dan 96% untuk Manager HR dan 88% untuk perwakilan Divisi yang seluruhnya berada dalam kategori sangat baik. Berdasarkan hasil pengujian tersebut, sistem dinilai telah memenuhi kebutuhan pengguna dan dapat mendukung pengelolaan proses rekrutmen secara terpusat.

Kata Kunci: Sistem Rekrutmen, Nuxt.js, Node.js, MySQL, Prototipe, Monitoring Rekrutmen

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ABSTRACT

The employee recruitment process at PT XYZ is still carried out semi-manually, including the submission of application documents via email, limited digital monitoring of recruitment stages, and manual recruitment progress reporting. These conditions result in inefficient applicant data management and make the recruitment process difficult to monitor. Therefore, this study aims to develop a web-based employee recruitment system to address these issues. Data were collected through observation, interviews, and literature review. The system was developed using the Prototype method, with Nuxt.js as the frontend, Node.js as the backend, and MySQL as the database. The system provides features for job vacancy management, online job applications, recruitment stage monitoring, and centralized recruitment progress reporting. System testing was conducted using Black Box Testing and User Acceptance Testing (UAT). The UAT results showed satisfaction levels of 88.53% for applicants, 88% for administrators, 85% for HR Staff, 96% for HR Managers, and 88% for division representatives, all of which were categorized as very good. Based on the test results, the system meets user requirements and supports centralized management of the recruitment process.

Keywords: *Recruitment System, Nuxt.js, Node.js, MySQL, Prototype, Recruitment Monitoring*