



**Human Resource Information System (HRIS) to Improve the Efficiency of Human
Resource Management at PT. Cipta Lestari Idenusa**

UNDERGRADUATE THESIS

**Submitted as one of the requirements to obtain
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Human Resource Information System (HRIS) to Improve the Efficiency of Human Resource Management at P - 7/20/2025

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ABSTRACT

To improve streamlined processes and efficiency, organizations are adopting digital solutions as business operations grow more intricate. Here, we focus on creating a web-based Human Resource Information System (HRIS) for PT. Cipta Lestari Ideanusa to facilitate better management of employee data, leave applications, attendance records, and organizational hierarchies. These tasks were previously done using paper-based systems which created numerous inefficiencies, in addition to data inaccuracies and management bottlenecks.

The proposed HRIS merges crucial human resource functions into a single automated system that can be accessed from multiple devices in real time. With accurate data management made possible by the system, HR errors, workload, and processing time on routine tasks are reduced. Greater data accuracy facilitates better decision-making, leading to improvement in strategic HR activities which can now shift to proactive talent and workforce management.

Additionally, automated systems enable quicker retrieval of information, which accelerates reporting, thus improving operational efficiencies and enhancing overall organizational agility and responsiveness. The system aids in scalable reporting which assures adaptability to the company's growth and evolution. Through this design framework, the platform fosters organizational trust, supports contemporary workplace ideals, promotes a transparent work environment.

Keywords: Web-Based Human Resource Information System, Digital Transformation, Business Process Automation, Employee Data Management, Leave Management, Attendance Tracking, HR Automation, Operational Efficiency, Scalable Reporting, PT. Cipta Lestari Ideanusa

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