



THE INFORMATION SYSTEM FOR THE IMPLEMENTATION OF THE HUMAN RESOURCES PROGRAM (HRIS) AT THE OFFSHORE CONSTRUCTION COMPANY PT. GUNANUSA UTAMA FABRICATORS

Suflani^{1*}, MM. Lanny W. Pandjaitan², Lukas³

^{1,2,3}Universitas Katolik Indonesia Atma Jaya, Indonesia

¹Universitas Bina Bangsa, Indonesia

Email: suflani0780@gmail.com¹, mm.lanny@atmajaya.ac.id², lukas@atmajaya.ac.id³

Abstract

This research is about Human Resources Information Systems (HRIS) at PT. Gunanusa Utama Fabricators, offshore platform construction company. The research was conducted from January to March 2024, with the number of employees working at this company varying each month: 256 employees in January, 281 employees in February, and 331 employees in March. Descriptive methods with a qualitative approach were used to collect data through in-depth interviews, participant observation and documentation studies. The research results show that HRIS significantly increases the efficiency of HR administration by automating processes, enabling more informed decision making based on data, and optimizing employee skills management. However, the main challenges faced include resistance to change from employees and changes in organizational culture required to support the adoption of new technologies. Large and complex companies, with most employees being contract workers, add to the challenges in implementing HRIS. This research emphasizes the importance of effective change management in overcoming these barriers to maximize the benefits of HRIS in the context of the dynamic construction industry.

Keywords: Human Resources Information System (HRIS), administrative efficiency, employee resistance

INTRODUCTION

Companies operating in a variety of industrial sectors, including the construction industry, are required to improve their operational efficiency and effectiveness in order to remain competitive in this era of globalization and ever-increasing levels of competition. One way to achieve this goal is to adopt information technology in human resource management (HR). Human Resources Information Systems (HRIS) are now essential tools for managing HR functions in contemporary companies (Noe et al., 2017). HRIS allows companies to streamline and combine different HR tasks, including recruitment, training, payroll, and performance management. It leads to improved productivity and the ability to make decisions based on data (Stone et al., 2015).

PT. Gunanusa Utama Fabricators, which is one of the most successful construction companies in Indonesia in the field of offshore platform fabrication, is confronted with significant difficulties in the management of its human resources, which are dispersed across a number of different buildings and locations. HR management that is both effective and efficient is of utmost importance in order to guarantee that operations run smoothly and that the projects that are undertaken are successful. The

need to implement HRIS is becoming increasingly urgent as a result of the high level of complexity that is present in day-to-day operations.

HRIS offers various benefits for construction companies such as PT. Gunanusa Utama Fabricators. According to Kavanagh, Thite, and Johnson (2015), HRIS can help companies manage employee information better, reduce administrative errors, and increase employee satisfaction through easier access to their personal information. Apart from that, HRIS also allows managers to make faster and more precise decisions based on accurate and real-time data.

More effective project management is another benefit that can result from implementing HRIS in construction companies. Projects involving the construction of offshore platforms call for a workforce that is both highly skilled and experienced, with the help of HRIS and PT. Gunanusa Utama Fabricators is able to keep track of the training and development requirements of their staff members, thereby ensuring that they possess the competencies required to complete projects successfully.

Walker (2001) emphasizes that web-based technologies in HRIS enable greater accessibility and better collaboration among HR teams and project managers. Apart from that, implementing HRIS can help companies manage payroll and employee compensation more efficiently. According to Dessler (2020), HRIS can automate payroll processes, reduce the possibility of errors, and ensure compliance with tax and employment regulations. It is very important for companies like PT. Gunanusa Utama Fabricators has a large workforce spread across various locations.

Furthermore, human resource information systems (HRIS) offer support for integrated employee data management, which can be utilized for additional analysis. Fitz-enz (2010) emphasizes the significance of human resource information systems (HRIS) in terms of their ability to supply pertinent data for employee performance analysis, which can then be utilized for strategic decision-making in human resource management. Throughout the past few years, research conducted on the implementation of human resource information systems (HRIS) in a variety of industries has yielded favorable and pertinent findings that can serve as a reference for PT. Gunanusa Utama Fabricators.

Parry and Tyson (2011) found that HRIS contributed significantly to increasing HR administration efficiency, reducing operational costs, and improving the quality of HR services through automation and better system integration. This study shows that implementing HRIS is not only beneficial in terms of cost efficiency but also improves the overall quality of human resource management. In addition, research by Bondarouk and Ruël (2009) highlights that the main challenges in implementing HRIS are changes in organizational culture and resistance from employees. Therefore, it is important for PT. Gunanusa Utama Fabricators not only focuses on the technical aspects of HRIS but also manages organizational Change well through effective communication, training, and active participation from all stakeholders. With the right implementation strategy, PT. Gunanusa Utama Fabricators can maximize the benefits of HRIS, improve HR performance, and support the achievement of the company's strategic goals in the offshore platform construction industry.

For this particular instance, the purpose of this research is to investigate how Human Resource Information Systems (HRIS) can be effectively implemented in PT. Gunanusa Utama Fabricators, as well as to identify the benefits and challenges that may be encountered during the process of implementation.

The literature that is pertinent to this research will also be reviewed in order to acquire a more in-depth understanding of the most effective methods for implementing HRIS in the construction industry. Through the utilization of Human Resource Information Systems (HRIS), it is hoped that PT. Gunanusa Utama Fabricators will be able to enhance their human resource management, enhance their operational efficiency, and ultimately achieve a competitive advantage in the offshore platform construction industry.

Management Information System

Management Information Systems (MIS) is a systematic approach to the administration of information utilized for the purpose of making decisions within organizations. Management Information Systems (MIS) is the integration of information technology and management principles to enhance the efficient and effective flow of information within an organization. Laudon and Laudon (2016) stated that MIS, including HRIS, plays a key role in supporting strategic management by providing accurate and real-time data needed for better decision-making (Mathis et al., 2016) in the context of PT. Gunanusa Utama Fabricators, implementing HRIS as part of MIS can help integrate various HR functions, thereby speeding up administrative processes and supporting more efficient project management in the offshore platform construction sector.

Human Resource Management

The field of Human Resource Management (HRM) is concerned with the methods and procedures that are utilized to effectively manage the workforce in order to accomplish the objectives of an organization. Because it enables a more efficient and effective management of employee information, human resource information systems (HRIS) are an important tool in human resource management (HRM).

According to Dessler (2020), HRIS can automate various HRM functions such as recruitment, training, payroll, and performance management. Implementation of HRIS at PT. Gunanusa Utama Fabricators can optimize their workforce management, ensure that employees have the right skills for complex construction projects, and increase employee satisfaction and retention through more transparent and efficient processes.

Organizational Change

Organizational Change discusses how organizations can successfully implement Change through effective management of the transformation process. HRIS implementation often requires significant changes in work processes and organizational culture. Bondarouk and Ruël (2009) emphasize that the main challenge in implementing HRIS is resistance to change from employees. Therefore, it is important for PT. Gunanusa Utama Fabricators to manage these changes well through clear communication strategies, adequate training, and active participation from all stakeholders. With the right approach, companies can overcome these obstacles and maximize the benefits of HRIS, such as increased operational efficiency and better decision-making based on accurate data.

Each of these three theoretical foundations offers a robust conceptual framework that can be utilized by PT. Gunanusa Utama Fabricators in order to comprehend and implement HRIS implementation. In the offshore platform construction industry, businesses are able to develop comprehensive strategies to optimize the use of human resource information systems (HRIS) to support their strategic objectives by combining principles from management information systems, human resource management, and organizational Change.

METHOD

Types of research

This research utilizes a descriptive method with a qualitative approach to provide a detailed description of the phenomena observed in the field. Using a qualitative approach, we can delve deep into the exploration of HRIS implementation in PT. Gunanusa Utama Fabricators. This approach is well-suited for gaining a comprehensive understanding of the intricacies and obstacles encountered when implementing human resource information systems in offshore platform construction companies.

As argued by Bondarouk and Ruël (2009), qualitative research provides a comprehensive insight into employee resistance to change and how management can overcome these barriers. Thus, this approach helps identify the best strategies for optimizing the use of HRIS in complex environments.

Time and Place of Research

This research was carried out from January to March 2024. The research location was a large company which had very complex characteristics, especially because most of the employees were contract workers. The number of employees working at this company varies every month. In January, there were 256 employees. This number increased to 281 employees in February, and rose again to 331 employees in March. This significant change in the number of employees shows the high dynamism of the company and the complexity of human resource management required. The research will focus on analyzing contract employee management, the effectiveness of employee management systems, and their impact on company productivity. Data will be collected through direct observation,

interviews with management and employees, as well as analysis of documents related to company policies and procedures. By understanding fluctuations in the number of employees and management patterns applied, it is hoped that this research can provide useful recommendations for increasing the efficiency and effectiveness of managing contract employees in the company.

Research subject

The subject of this research involves various key positions at PT. Gunanusa Utama Fabricators involved in the use and management of HRIS. Participants were selected based on their direct involvement in the HRIS implementation and operational process, as well as their understanding of the impact of the system on daily work. The research subjects consisted of 1 IT Manager, 4 IT team members, 1 VP HRD & GA, 1 HRD Manager, 3 HRD Officers, 10 HRD Staff, 1 Finance Director, 1 Finance Manager, 3 Finance Staff, 1 Operational Director, and 1 Yard Manager. This diversity of participants provides a comprehensive perspective regarding the implementation and benefits of HRIS in various company departments. Bondarouk and Ruël (2009) emphasize the importance of involving various stakeholders to gain comprehensive insight into the challenges and benefits faced in implementing HRIS.

Object of research

The Human Resources Information System (HRIS) that PT is currently utilizing. Gunanusa Utama Fabricators is the focus of this investigation. When it comes to human resource information systems (HRIS), the implementation process, functions that HRIS automates, and the benefits and challenges that companies face when using HRIS are the primary focuses of this research. Bondarouk and Ruël (2009) underline that a deep understanding of the technical and managerial aspects of HRIS implementation is essential to identify barriers and maximize the benefits of this system.

Data Collection Techniques

Interviews with participants, participant observation, and documentation studies are some of the methods of data collection that were utilized in this research. Interviews that were conducted in-depth provided a comprehensive understanding of the experiences and perspectives of the subjects with regard to HRIS. Researchers are able to directly observe the use of human resource information systems (HRIS) in the daily activities of the company through the use of participatory observation, which provides an in-depth understanding of the integration of the system into operational routines.

The purpose of documentation studies is to provide additional context by analyzing documents such as user manuals and HRIS implementation reports. According to Walker (2001), who

emphasized the usefulness of web-based technology in increasing accessibility and collaboration in employee training management, this approach is consistent with the views that he expressed.

Data analysis technique

The method of thematic analysis was utilized in order to analyze the data that was gathered. Using this method, to identify themes and patterns that emerge from interviews, observations, and documents by coding the data. In the following step, the data is arranged into categories that are pertinent to the objectives of the research.

This analysis process follows the steps suggested by Bondarouk and Ruël (2009) in their study of HRIS implementation, which includes the identification of challenges, analysis of resistance to Change, and evaluation of system benefits. In addition, data triangulation was carried out to ensure the validity and reliability of the findings by comparing information obtained from various data sources.

The research will likely provide an in-depth and all-encompassing picture of the Human Resource Information System (HRIS) implementation at PT. Gunanusa Utama Fabricators by utilizing this method. It is hoped that the findings of the research will be able to determine the most effective method for overcoming the difficulties encountered during the process of implementation and will also provide recommendations that can be put into practice to maximize the benefits of human resource information systems (HRIS) in supporting human resource management in offshore platform construction companies.

RESULTS AND DISCUSSION

Research result

PT. Gunanusa Utama Fabricators has implemented a Human Resource Information System (HRIS), and the findings of this research reveal several key findings from that implementation. Despite the fact that there are a number of obstacles that need to be conquered, the Human Resource Information System (HRIS) has been shown to have provided significant benefits in a variety of aspects of human resource management, according to data collected through interviews, observations, and documentation studies.

1. Administrative Efficiency and Error Reduction

Implementation of HRIS at PT. Gunanusa Utama Fabricators has succeeded in automating many HR administration functions, including payroll, employee data management, and recruitment processes. As stated by Dessler (2020), this automation not only reduces the administrative workload but also reduces the possibility of human error in the administrative process, which previously occurred frequently.

2. Data-Based Decision Making

HRIS enables HR managers and project managers to access employee data in real-time, supporting faster, data-driven decision-making. According to Laudon and Laudon (2016), access to

accurate and up-to-date data is one of the main advantages of management information systems, which PT now feels. Gunanusa Utama Fabricators in managing complex construction projects.

3. Employee Skills and Training Improvement

This system has also helped in identifying employee training and development needs. With HRIS, companies can track employee skills and competencies, as well as plan appropriate training programs to ensure that employees have the necessary capabilities for specific projects. Walker (2001) suggests that web-based technologies in HRIS enable greater accessibility and better collaboration in the management of employee training.

4. Challenges of Organizational Culture Change

Even though there are many benefits, this research also found significant challenges related to changing organizational culture. Bondarouk and Ruël (2009) highlight that resistance to change is one of the main obstacles to HRIS implementation at PT. Gunanusa Utama Fabricators, this resistance is seen in the form of distrust and lack of readiness of some employees towards using the new system.

DISCUSSION

Based on the findings of the research, it is evident that the implementation of Human Resource Information Systems (HRIS) at PT. Gunanusa Utama Fabricators has resulted in significant improvements in administrative efficiency, decision-making, and employee capacity. The Human Resource Information System (HRIS) has demonstrated its capacity to automate intricate administrative procedures, which is of utmost significance in the context of construction companies that operate several different project sites. However, successful HRIS implementation depends not only on technical aspects but also on effective change management. As explained by Bondarouk and Ruël (2009), organizational culture change and employee resistance are key challenges that must be managed carefully in the case of PT. Gunanusa Utama Fabricators requires a strong communication strategy, adequate training, and active participation from all stakeholders to reduce resistance and increase acceptance of the new system.

To maximize the benefits of the Human Resources Information System (HRIS), PT. Gunanusa Utama Fabricators must conduct continuous monitoring of the system's performance as well as employee responses to its implementation. Companies can use this monitoring to identify potential improvements and adjustments to ensure that HRIS functions optimally in support of their strategic human resource management goals. As stated in a study by Parry and Tyson (2011), continuous evaluation is very important so that HRIS remains relevant and effective in facing the dynamics of ever-changing business needs.

PT. Gunanusa Utama Fabricators can ensure that HRIS not only supports the company's daily operations but also becomes a catalyst for continuous improvement in human resource management.

Regular evaluation will help companies identify areas where HRIS can be improved, both from a technical and managerial perspective. For example, these systems can be customized to support employee skills management better or to increase efficiency in recruitment and payroll processes.

Success in the long run for PT. Gunanusa Utama Fabricators depend on their ability to adapt and improve HRIS in a dynamic industrial environment like the offshore platform construction industry. Companies can thus not only maintain their competitiveness but also use information technology to meet the challenges and opportunities that arise as a result of industrial and market developments.

PT. Gunanusa Utama Fabricators can improve its operational efficiency and achieve a leading position in the offshore platform construction industry. Implementing HRIS will provide PT. Gunanusa Utama Fabricators can manage human resources more effectively, facilitating efficient monitoring and management of employees. With this system, companies can respond to project needs more quickly, ensuring employee placement on time and in the right place. In addition, HRIS also makes it possible to optimize resource allocation, speed up the decision-making process, and improve coordination between HR departments and project management.

CONCLUSION

During this investigation, the Human Resources Information System (HRIS) that was implemented at PT. Gunanusa Utama Fabricators revealed a number of significant findings. The Human Resource Information System (HRIS) has demonstrated its efficacy in automating HR administration processes, including payroll, employee data management, and recruitment, which can directly contribute to an increase in the operational efficiency of the company. In addition, human resource information systems (HRIS) offer improved access to real-time employee data, which enables project management and human resources to make decisions more quickly and based on data.

HRIS implementation is not without challenges; the most significant challenges that are encountered are shifts in the culture of the organization and resistance from employees to the implementation of new technologies. The adoption and utilization of new systems can be slowed down as a result of this resistance, which in turn can have an impact on the efficiency of the HRIS implementation. It is essential to have effective change management in order to overcome this challenge. Some examples of effective change management include effective communication strategies, targeted training, and active participation from all stakeholders. The successful implementation of human resource information systems (HRIS) in the offshore platform construction industry not only aids in the enhancement of operational efficiency but also provides support for a more targeted strategy for the development of human resources. Companies are able to maximize the potential of human resource information systems (HRIS) to support the growth and sustainability of their businesses in the future if they continue to develop this system and overcome the challenges that are currently present.

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