

ABSTRACT

In the current digital era, the efficiency of Human Resources (HR) administration is crucial. PT. Lucky Inti Persada, a household equipment distributor, still relies on manual HR processes using spreadsheets and physical documents. This results in uncoordinated data, difficulties in monitoring employee overtime calculations, and a high susceptibility to data entry errors. Therefore, this research developed a web-based Human Resources Information System (HRIS). This system is designed to manage human resources for structured employee data recording and overtime calculation. The HRIS was developed using the Waterfall methodology and implemented with PHP programming language, Bootstrap framework, and MySQL database. System testing through User Acceptance Testing (UAT) demonstrated that all essential features functioned well and were accepted by users. This HRIS proved effective in accelerating data recording, reducing errors in overtime monitoring, and significantly increased efficiency by 78.85% at PT. Lucky Inti Persada. This research is expected to serve as a reference for other companies facing similar issues and planning to digitize their potentially more complex HR administration processes.

Keywords—information system, efficiency, HR management, personnel administration, Waterfall.