ABSTRACT

In the globalization era, the government wants to improve the quality of education in Indonesia. In July 2012, based on the PDPT Ministry of Education shows that the lecturers who educated Bachelor (S1) are 85.245 (48%), Master (S2) totaled 71.880 (40%) and Doctorate (S3) totaled 12 381 (7%). In fact, the policy no.14 of 2005 about Teachers and Lecturers college are required minimum of master degree (S2).

Institut Teknologi Telkom has a problem in data management staff resources to manage the training and development. Based on the quality objectives measurement data in the Human Resources Unit of the academic year 2010/2011, the training that had been done were only 60.25%, still below the quality standards of the Human Resources Unit in the amount of 80%. In addition, based on the evaluation of training and education activities by the Human Resources Unit can be known some of the barriers or problems which are the unrealized budget, the incompatibility between training and job desc, concurrent activities, and the amount of application that has exceed the quota .

Therefore, in making this thesis the author will develop training and development features of human resources information system with Java Enterprise Edition technology and Multi-tier architecture.

Keywords: Java Enterprise Edition, information systems, training and development, Human Resources