

ABSTRACT

ENTERPRISE ARCHITECTURE AS A STRATEGY IN OPTIMIZING PRODUCTIVITY OF HR PERFORMANCE IN HR MANAGEMENT FUNCTION FOR INDUSTRIAL AND MANUFACTURING COMPANY USING TOGAF ADM

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The Industrial and Manufacturing Company is engaged in manufacturing and commercial products in Indonesia. The Industrial and Manufacturing Company was founded in 1981 with the status of a limited liability company. Over time accompanied by the development of Industrial and Manufacturing Companies which are part of SOEs experienced several changes, especially in the field of information technology. Based on SOE Ministerial Regulation No. PER-02 / MBU / 2013 concerning design and management is required to have an IT Master Plan for 3-5 years, so Industrial and Manufacturing Companies are required to have an IT Master Plan that contains the company's strategic plan for implementing and building information systems for a period of 3 to 5 years ahead. With these changes, all company functions are expected to be able to communicate effectively and efficiently through an integrated system to achieve company goals.

HR management is one of the functions of the Industrial and Manufacturing Company which is responsible for managing and developing the human resources of the Industrial and Manufacturing Company. Over time, the needs and aspects of competence and productivity of human resources increasingly diverse to form complex communication patterns. To balance and fulfill those needs and aspects, it needs an increase in performance through an integrated information system by designing Enterprise Architecture (EA). By designing an EA in an Industrial and Manufacturing Company, it can accommodate the business activities of the Industrial and Manufacturing Company, especially in the HR Management Function. In designing EA, an architectural framework is needed to develop all aspects of the business, application, and technology aspects. The framework used in this study is TOGAF ADM with limitations such as the Preliminary phase, Architecture Vision, Business Architecture, Information System Architecture, Technology Architecture, Opportunities and Solutions, and Migration Planning by comparing existing and targeting conditions.

The final results of this study in the form of a blueprint and IT roadmap from the EA design that contains solutions for improving business processes, data integration, proposals and/or application development and meeting the needs of

supporting technology in the HR Management Function that can be used as a solution to the problems that exist in Industrial and Manufacturing Companies especially the HR Management Function where the EA design can facilitate the achievement of strategic objectives by the HR Management Function of Industrial and Manufacturing Companies in terms of increasing the productivity of HR performance through the information systems and information technology used.

Keywords: Industrial and Manufacturing Companies, Information Technology (IT), HR Management, Enterprise Architecture, IT Master Plan, TOGAF ADM, IT Roadmap.