

ABSTRACT

PT Rastek Inovasi Digital (Rastek.id) is a company engaged in AIoT-based technology development. In its operational activities, the company has utilized a web-based Human Resource Management System (HRMS). However, interviews with the HR department revealed that the current system is not yet optimal, particularly in the attendance feature which does not function in real time, as well as limited access to information for employees. These issues have caused obstacles in the attendance recap process and internal information dissemination, thereby hindering work efficiency and productivity. This study aims to redesign the web-based HRMS prototype using the User-Centered Design (UCD) approach. This method directly involves users in every design stage, from needs identification and solution design to prototype evaluation. The main features developed include a real-time attendance system, leave quota information, leave request status, and a company calendar. Design evaluation was carried out through usability testing using the Maze platform and user satisfaction measurement through the System Usability Scale (SUS) method. Testing results showed the system achieved 100% effectiveness for both user roles, with an average task completion time of 20.86 seconds for HR personnel and 46.42 seconds for employees. The average SUS scores were 77.5 (Grade B) for HR and 70.5 (Grade C) for employees, both falling into the Marginal Acceptable category. These results indicate that the redesigned system prototype meets the standards of effectiveness, efficiency, and user satisfaction, and is feasible for implementation at PT Rastek.id. Thus, the prototype is expected to serve as a more responsive and integrated solution in supporting human resource management within the company.

Keywords: Human Resource Management System, Prototype, User-Centered Design, Usability Testing, System Usability Scale