

ABSTRACT

This research is motivated by the growing need for organizations to align their use of information technology with strategic business objectives, particularly in human resource management. Wahana Musik Indonesia (WAMI), a Collective Management Organization (CMO) responsible for managing royalty rights of musical works in Indonesia, faces significant internal challenges in data management and operational workflows, especially within its Human Resource and General Affairs (HRGA) division. The key issues identified include fragmented systems, dependency on manual processes, and lack of integration between departments, which result in delays and inefficiencies in strategic decision-making.

To address these challenges, this study proposes the design of an Enterprise Architecture (EA) framework as a strategic solution to bridge the gap between business needs and information technology. The methodology adopted is The Open Group Architecture Framework (TOGAF) version 10 using the Architecture Development Method (ADM), covering phases from Preliminary, Architecture Vision, Business Architecture, Information Systems Architecture, Technology Architecture, Opportunities and Solutions, to Migration Planning. The overall research approach follows the Design Science Research Methodology (DSRM), which emphasizes the development and evaluation of artifacts through a structured process.

Primary data were collected through interviews, direct observations, document analysis, and focused group discussions with relevant stakeholders at WAMI. These data were used to construct various architectural artifacts such as stakeholder analysis matrices, business process flowcharts, data/application interaction matrices, logical and conceptual data diagrams, and implementation roadmaps. A gap analysis was also conducted to compare the current system conditions with the desired future architecture.

The result of this study is an integrated EA design that aims to enhance operational efficiency in the HRGA division, reduce time-consuming manual processes, minimize data loss risks, and accelerate decision-making through the availability of real-time data. Furthermore, the proposed architecture supports WAMI's digital transformation efforts, making it more agile and responsive to evolving business demands.

This study contributes not only to WAMI's internal performance improvement but also to the academic community by offering both practical and theoretical insights on the application of TOGAF-based EA in human resource contexts. The findings may serve as a valuable reference for similar organizations seeking to implement strategic information systems through structured architectural planning.

Keywords: *enterprise architecture, TOGAF, information system, HRGA division, business architecture*