

ABSTRACT

Human Resource Management (HRM) in companies with a large number of employees presents complex challenges, especially in terms of data integration and data-driven decision-making. PT Daya Citra Jaya faces issues in managing employee data spread across various systems and using manual methods, which causes inaccuracy and inefficiency. The aim of this research is to design and implement an integrated HRM system utilizing AI technologies such as 9 Grid Talent Mapping, Learning Management System (LMS), and AI-Chatbot to enhance the accuracy of employee management and facilitate decision-making related to promotions, job placements, and career development. With this system, the company can perform employee rotation more strategically, minimize data management errors, and improve employee satisfaction and performance.

Keywords : Human Resource Management, Integrated System, 9 Grid Talent Mapping, Learning Management System, AI-Chatbot, Decision Making, Career Development.