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RESEARCH ARTICLE

Employee Data Information System in Peukan Baro District, Pidie Regency

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Abstract
This research explores the creation and implementation of an Employee Data Information System (EDIS) in Peukan Baro District, Pidie Regency, designed to replace the outdated manual system used for managing employee data. The previous system, which relied on Microsoft Word and Excel, was inefficient, especially in tasks such as searching for employee data and generating reports. To address these challenges, a new system was developed using Microsoft Visual BASIC 6.0 and Microsoft Access 2007. The system streamlines the data management process, enabling real-time updates and enhancing the decision-making process. The development followed a series of steps, including a Feasibility Study, Preliminary Planning, System Analysis, and System Design, where the needs of the users were gathered through interviews, observations, and document analysis. The system design incorporates user-friendly forms such as the Employee Data Input and Training Data Input forms, allowing for smooth data entry and reducing the risk of errors. The Main Menu Form functions as a central navigation point, giving users easy access to various sections of the system. The implementation of EDIS improved the quality of public services in the district by making employee data more accessible and streamlining administrative tasks. The findings suggest that the success of such a system relies on more than just technology. Infrastructure readiness, employee training, and leadership support play critical roles in ensuring the effective use of digital systems in public administration.

Keywords
Employee Data Information System; Peukan Baro District; Pidie Regency; Digital Transformation; Microsoft Visual BASIC; Microsoft Access.

1 | INTRODUCTION

Improving the quality of public services at the local level heavily depends on the effectiveness of data management, particularly employee data, which is a key foundation in supporting government programs. Manual data management, still widely applied in many regions, often leads to issues such as recording errors, delays in data updates, and the potential loss of important information, all of which can hinder decision-making and optimal service delivery. To address these challenges, the implementation of the Employee Data Information System (EDIS) is a strategic solution that leverages digital technology to integrate the processes of collecting, processing, and monitoring employee data in real-time and with accuracy. A study by Hermawan *et al*. (2023) indicates that digital transformation in human resource services can enhance operational efficiency, information accuracy, and transparency in managing employee data. This plays a crucial role in supporting the improvement of administrative performance in local government. EDIS enables instant data updates, providing a quicker decision-making process based on real-time and up-to-date data. However, the successful implementation of digital technology in employee data management relies not only on the system used but also on the readiness of the supporting infrastructure and the capacity of human resources. The application of information systems requires adequate infrastructure, including hardware and software that can support the system and stable connectivity. Moreover, enhancing the skills of human resources is essential, particularly through intensive training, to ensure that employees can fully maximize the use of the technology. Without proper training, the benefits of implementing EDIS will not be fully realized (Maulana, 2022).

Research conducted in Depok City Government (Subagdja *et al*., 2024) reveals that the adoption of e-government and technological innovations successfully improved the quality of public services by enhancing governance and responsiveness to public needs. The implementation of this information system helps speed up service processes, reduce costs, and ensures that employee data is always available to support better decision-making. The same applies to EDIS, which allows for more efficient and transparent management of employee data while increasing accountability in public administration. Additionally, the development of digital leadership within government institutions is also a crucial factor for the successful adoption of technology. Transformational leadership that supports innovation and change can encourage employees to adapt more readily to new systems. A study in Enrekang Regency (Kasmirandi *et al*., 2024) demonstrates that strong leadership that supports technological change can improve employee performance. Therefore, to ensure the success of implementing EDIS, leaders must provide full support and foster a work culture that is open to technological changes. The implementation of EDIS in Peukan Baro District is expected to resolve issues in employee data management that have traditionally been carried out manually. The integration of technology is also expected to improve the quality of public services in the district, given the ease of monitoring and updating employee data in real-time. However, the success of EDIS implementation depends not only on the technology itself but also on the readiness of infrastructure and the capacity of existing human resources. As a result, there needs to be a greater effort to improve employee training and strengthen digital infrastructure to maximize the application of this technology in the future.

2 | BACKGROUND THEORY

Effective management of employee data is essential for improving the quality of public services, especially within government operations. Accurate and complete employee data plays a key role in the smooth operation of government activities as it serves as the foundation for decisions related to employee administration, salary, performance evaluation, and the management of other human resources. One of the solutions increasingly implemented to address challenges in managing employee data is the adoption of the Employee Data Information System (EDIS). With EDIS, data management becomes more structured, efficient, and can be processed more quickly and accurately, replacing the manual management methods still commonly used in many regions. An information system functions as a tool to collect, process, store, and distribute relevant information within the government. The use of EDIS, which relies on digital technology, allows for real-time updates of employee data, accelerating decision-making processes while reducing reliance on manual procedures that are prone to errors and delays. This integrated system also helps minimize the risk of misinformation, which is often encountered in manual data management (Kencono *et al*., 2024; Wali, 2020).

The implementation of EDIS not only improves operational efficiency but also enhances transparency and accountability in managing employee data. With an integrated system, the process from data collection to distribution can be executed more swiftly and clearly. The accuracy of the data managed through this system is crucial in making informed decisions, which in turn contributes to enhancing public service quality. Effective employee data management supports government programs aimed at improving the well-being of citizens and the effectiveness of public services (Hermawan *et al*., 2023; Mahendra *et al*., 2022). The adoption of EDIS across various regions also contributes to the government's goal of providing better services to the public. In today's digital era, the transformation of technology in

public administration is crucial. The availability of accurate, real-time data enables the government to respond more efficiently to the needs of society. One of the major benefits of implementing EDIS is the reduction of operational costs previously incurred by manual methods, such as the costs of physical data storage and the time required to retrieve information (Sihombing & Sulistyo, 2021; Wali *et al*., 2023).

Employee data management includes important information such as personal data, work history, performance evaluations, and salary-related details. All of this data plays a significant role in the quality of services provided by the government. The success of EDIS implementation in any given area is closely linked to several factors, such as the readiness of infrastructure, the skills of human resources, and the commitment of local leaders in supporting the technology being applied. Adequate infrastructure, including both hardware and software, is essential for the smooth processing of data. Without the proper infrastructure, the system will not be effectively implemented, and its benefits will not be fully realized. Therefore, ensuring that infrastructure is ready and that human resources are properly trained is critical to the success of EDIS implementation (Kencono *et al*., 2024; Alfaris *et al*., 2022). Moreover, digital transformation in managing employee data contributes to greater transparency within government operations. Systems that allow for quick access to required data enable policymakers to make more timely and accurate decisions. Transparency also strengthens accountability, as the available data can be audited by authorized parties to ensure that decisions align with principles of good governance. Therefore, EDIS not only serves as a tool for managing employee data but also functions as a mechanism for improving the overall governance structure, which ultimately boosts public trust in the government (Cahyarini, 2021; Wijayanto *et al*., 2022).

Leadership and organizational culture play a pivotal role in the success of digital transformation in government. Leaders who support innovation and technological adaptation can expedite the adoption of new systems among employees. Furthermore, a culture that is open to technological changes and supports the development of digital skills will accelerate the implementation of information systems and enhance their effectiveness. The successful adoption of EDIS across different regions is expected to serve as a model for other areas in managing and utilizing employee data more effectively, which will, in turn, improve the quality of public services in the long term (Prathama & Sagita, 2022; Wali, 2017; Wali, 2018). The implementation of EDIS in Peukan Baro District and other regions is expected to serve as a model for managing employee data more accurately, efficiently, and transparently. Integrating technology into employee data management will allow for better handling of data, which will ultimately contribute to improving the quality of public services provided by the government to the community.

3 | METHOD

This research aims to develop and evaluate the implementation of the Employee Data Information System (EDIS) in Peukan Baro District, Pidie Regency. The system is designed to replace the manual system previously used for managing employee data. The approach used in this research is software system development, emphasizing practical steps in designing and implementing a new system.

1) Research Design This study uses a descriptive research design with a mixed-methods approach, combining quantitative and qualitative data collection. The primary objective is to describe how the system development process is carried out and assess the effectiveness of the system after it has been implemented in Peukan Baro District.
2) Data collection for this study was conducted using three primary methods: observation, interviews, and documentation. First, direct observation was carried out to understand the process of managing employee data, which still relied on manual methods. The aim of this observation was to identify common issues, such as delays in data retrieval and errors in record-keeping. Second, interviews were conducted with staff and officials directly involved in managing employee data. The information gathered through these interviews provided valuable insights into the shortcomings of the previous system and highlighted the needs expected from the new system. Lastly, documentation was reviewed, including reports on the use of the old system and records related to employee data management. These documents provided additional data that allowed for a comparison between the results achieved with the new system and the limitations of the old system.
3) The system was developed through several structured stages. The first phase, the Feasibility Study, assessed the need for the new system and examined how it would address the issues present in the old system. This process involved identifying existing problems and determining how the new system could resolve them. In the System Planning stage, the overall scope of the system was defined. Data flow diagrams were used to design how information would move through the system, aiming to map out each step and interaction between users and the system. The System Analysis phase involved collecting detailed information through direct communication with users to fully understand their needs. Data collection methods in this stage included interviews, observations, and analysis of the existing system. During the System Design phase, the

system architecture was developed based on user requirements. This included creating a database structure for managing employee data and designing user interfaces to ensure ease of use. Finally, in the System Implementation and Testing phase, the system was built using Microsoft Visual Basic 6.0 and Microsoft Access 2007. The system was then tested by entering employee data and measuring the processing speed compared to the manual method. The speed and accuracy of the new system served as key indicators for evaluating its success.

4) User Training After the system was implemented, user training was provided to ensure effective operation. The training focused on using the main menu, entering employee data, and generating reports. Users were given hands-on training to familiarize them with the interface and functionality of the system.
5) System Evaluation After the system was implemented, an evaluation was conducted based on feedback from the users, including employees and managers. This evaluation aimed to assess whether the new system met its intended goals, such as improving efficiency and reducing errors in data management. The feedback obtained from the evaluation was used to further refine the system, if necessary.

4 | RESULTS AND DISCUSSION

4.1 Reults

4.1.1 System Development

System development refers to the process of creating a new system to enhance or replace the existing one. The previous system needed improvement due to several reasons, particularly the time-consuming process of searching for employee data in Peukan Baro District, Pidie Regency. The current system in use at Peukan Baro District still relies on standard applications such as Microsoft Word and Microsoft Excel, making report generation a lengthy process. To address this, the researcher developed an employee data information system using Microsoft Visual BASIC 6.0 to streamline the data management process in Peukan Baro District. The development process of transitioning from the old system to the new one followed several key stages. The first stage, the Feasibility Study, involved identifying the requirements for the new system. This identification process not only considered the new needs expected by management, which the old system had not fulfilled, but also took into account the shortcomings of the existing manual system. As the district was still using a manual system, a computerized system was necessary to improve efficiency. The second stage, Preliminary Planning, aimed to define the scope of the project and the system to be developed. In this stage, data flow diagrams (DFDs) were created, beginning with the context diagram, followed by hierarchical DFDs, level 0 diagrams, and others. The third stage, System Analysis, involved the system analyst engaging in frequent communication with users to gather detailed information about their needs. This information was collected through interviews, observations, and questionnaires. The context diagram of the employee data information system is illustrated in Diagram 4, showing the system's interactions with users and its processes.

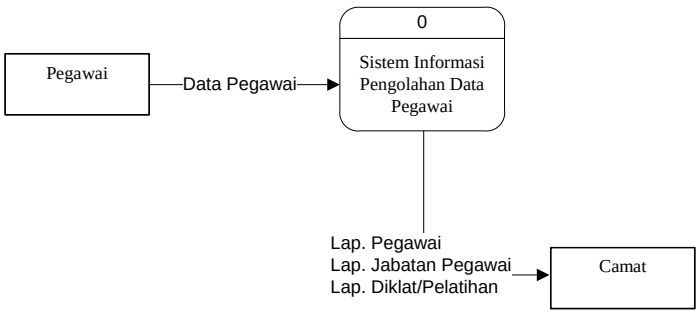

Figure 1. Context Diagram of Employee Data Information System

In Diagram 2. the Employee Data Information System clearly shows that employees submit their data for registration. After submission, the system provides information on whether the employee will be accepted into Peukan Baro District, Pidie Regency. This process ensures that the data entry for each employee is handled efficiently and accurately. Additionally, the flow of data throughout the system is shown in the Hierarchical Data Flow Diagram, which illustrates how the data progresses from one step to another. Each step in the process is broken down in detail, starting with the initial data entry and moving through to the reporting stage. The system is designed to process multiple data inputs seamlessly, helping to maintain an organized record of all employees. This structure minimizes errors that can occur with manual systems and ensures the data is easily accessible when needed. By automating the data management process, the system aims to enhance the overall efficiency of

the Peukan Baro District administration. Employees' records are updated in real-time, making it easier for officials to make informed decisions and provide better service to the public.

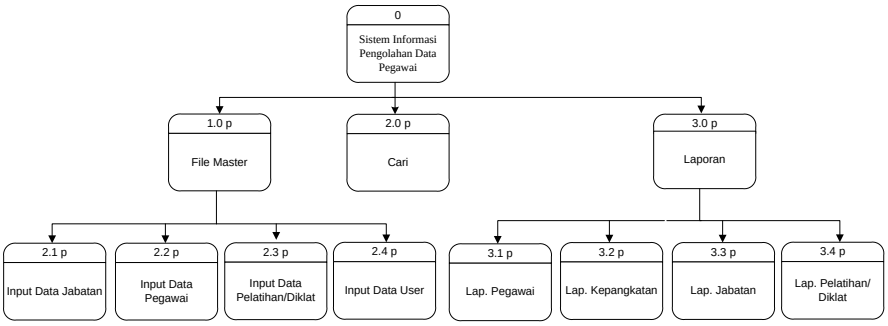

Figure 2. System Design Level Diagram

Berdasarkan Gambar 2. Diagram Berjenjang Rancangan Sistem menunjukkan bahwa setiap data pegawai di Camat Peukan Baro Kabupaten Pidie melalui tiga proses utama. Ketiga proses tersebut adalah Setup, Proses, dan Laporan. Untuk penjelasan lebih lanjut, hubungan antar proses tersebut dapat dilihat pada Gambar 3. Diagram Arus Data Level 0 Rancangan Sistem.

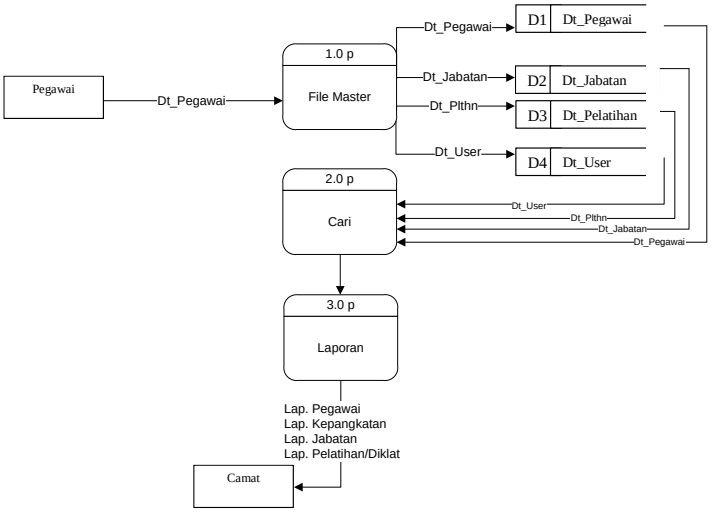

Figure 3. Level 0 Data Flow Diagram of System Design

Based on Figure 3, it can be explained that the employee data process consists of three input stages: Master File, Search, and Report. At the Master File input stage, data is entered one by one. Based on the input data, a report will be created which will then be submitted to the leadership. From the data flow diagram at Level 1, Process 1 in the system design, it is explained that each data file will be saved for use in generating reports. The data that has been entered will be processed further to produce the necessary information for the report. The system design process is divided into two main parts. First, Database Design. In this phase, steps are taken to design a database that meets the users' needs. This database will be used to store various pieces of information required for managing employee data. Second, Process Design. This phase focuses on creating documentation in the form of program specifications and system structure. The program specifications serve as a guide for software development, allowing the processes within the system to be translated into code. The system structure outlines the entire set of programs in the new system and the hierarchical controls that govern each of these programs.

4.1.2 System Design

The designed information system provides features for fast data entry, which facilitates the work process in Peukan Baro District, Pidie Regency. The system design is carried out with the objective of improving the information system in the procedures involved in data processing. The employee data system utilizes computer tools, specifically Microsoft Access 2007 and Microsoft Visual BASIC 6.0, replacing the previously used Microsoft Excel 2007. The steps involved in creating the system include several key stages. First, Creating the Program Folder: right-click on "Start," select "Explorer," then choose "Drive D," create a new folder named "program."

Second, Creating the Project: click the "Start" button, select Microsoft Visual BASIC 6.0, and choose "New Project," then select "Standard EXE" and click "Open." Third, Creating the Database: click the "Start" button, select "All Programs," choose Microsoft Access, or click the Microsoft Access icon on the desktop. Choose "New Access," select "Blank Database," name the database folder "Aplikasi Pegawai," and click "Save." For the table design, the "Jabatan" Table is used to store job-related data in Peukan Baro District. It includes fields like KodePangkat (Primary Key), Golongan, Pangkat, and Ket. The "Pegawai" Table stores employee-related data, including fields such as Nip (Primary Key), Nama, Alamat, and Tgl_Lahir. Lastly, the "Pelatihan/Diklat" Table stores data on training or courses, with fields like KodeDiklat (Primary Key), Nip (Foreign Key), NamaDiklat, and Tanggal. In a database, each table has fields with values for each row, which are identified by an icon representing the primary key. Rows related to other tables reference the primary key, establishing relationships between them.

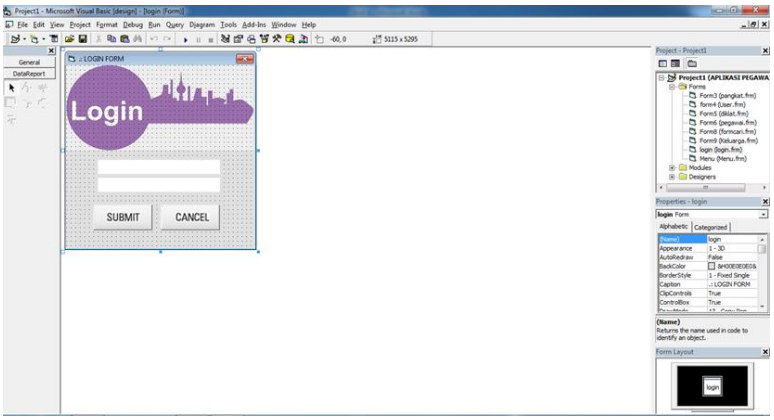

Figure 4. Login Form Design

The main menu form integrates several sections, each dedicated to different functions. It includes options for managing the File Master, inputting job data, employee data, training data, and generating reports. Each section is designed to make the data entry and management process more efficient. The form features buttons for navigating to key functions such as "File Master," "Search," "Reports," and "Exit." These buttons allow users to easily access different parts of the system, streamlining the workflow for managing employee and administrative data.

Figure 5. Menu Form Design

The Input Data Pegawai form contains employee information. Each section is designed to capture specific details about the employee. The layout and design of this form are structured to facilitate easy input and management of employee data. The Input Data Pelatihan/Diklat form contains information related to training or courses. Each section is designed to capture specific details about the training programs. The layout and design of this form are structured to facilitate the easy input and management of training data for employees.

4.1.3 Results of Design

A flowchart is a visual tool used to analyze and represent the steps needed to solve a problem using a computer. In this system, the Login Form is the first screen that appears when the system is launched. The admin

must enter the correct username and password to proceed to the main menu. After logging in, users are directed to the Main Menu Form, where they can navigate through different sections of the system, such as managing employee data and generating reports. This form is the central point of interaction, and its layout allows users to easily switch between tasks. The flowchart for the main menu outlines how users can move from one section to another without confusion. Another key form is the Job/Rank Data Input Form. This form allows users to input job-related information, such as employee positions and ranks, within Peukan Baro District, Pidie Regency. The structure of this form ensures that all required data is collected in an organized manner, contributing to more efficient management of employee records. Overall, the design and flow of the system's forms make it easier for users to input, manage, and access employee information.

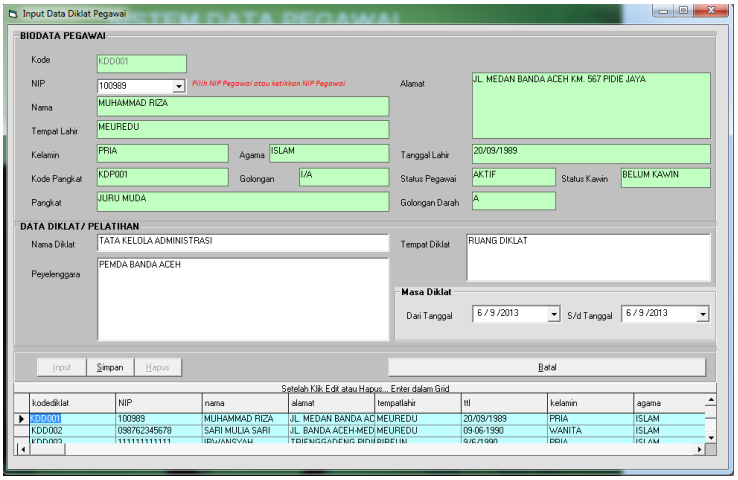

Figure 6. Results of the Employee Training/Employee Training Data Form Design

The image shows an Input Data Pegawai (Employee Data Entry) form. This form is used to input employee information and training data. The top section captures employee details such as NIP, name, gender, date of birth, and status. The lower section includes training information, including the name of the training, its location, and duration. The form is designed for easy data entry with clearly labeled fields. At the bottom, there are buttons to input and save the data. The form also displays a record of previously entered data, helping the user manage and update employee information efficiently.

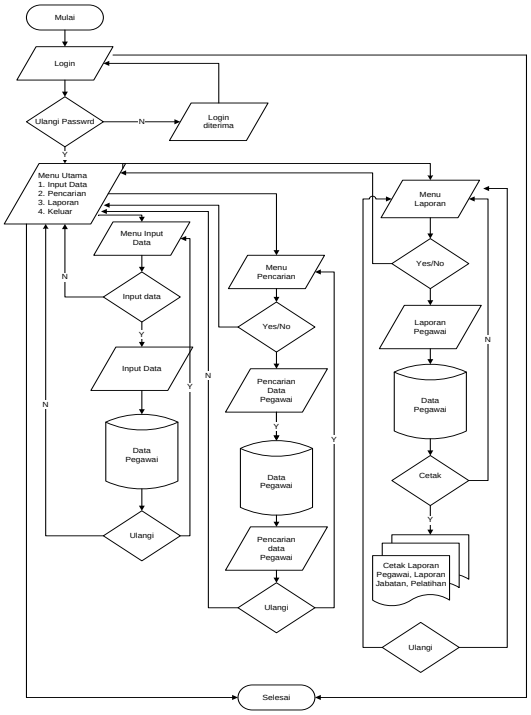

Figure 7. Flow Chart

The flowchart depicts the process of logging into and managing data in an employee information system. It starts with the Login process, where users must enter their credentials. Upon successful login, the system displays the main menu, allowing users to choose between different functions, such as Input Data, View Data, or Reports. If the user selects Input Data, the system prompts for data entry, including employee details or training information. Once data is entered, the system verifies and stores it in the database. In the View Data section, users can access and manage stored information, including updating records or generating reports. The flowchart shows that the system enables multiple paths, allowing users to efficiently access and manage employee data for various needs. The flowchart is designed to ensure that users can navigate through the system smoothly, from login to data management and reporting.

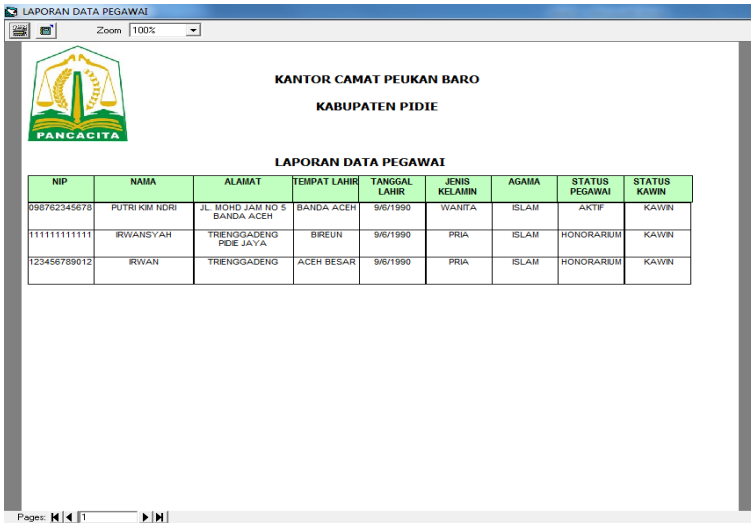

Figure 8. Employee Data Report Results

The system uses various symbols to represent different processes in a flowchart. The Processing Symbol indicates the data processing performed by the computer. The Input/Output Symbol represents the input and output processes involved in the system. The Decision Symbol is used to indicate a choice in the process based on specific conditions. The Flow Direction Symbol connects the different symbols, showing how data flows through the system. The Document Symbol is used to display input or output in a printed format, whereas the Terminator Symbol marks the beginning and end of a program. The Display Symbol shows how data is presented visually, and the Multi Document Symbol is used for displaying multiple input/output documents in print format. Lastly, the Magnetic Disk Symbol represents the storage of data, indicating that data is being saved or retrieved from storage.

4.2 Discussion

The development of the employee data information system aimed to replace the outdated manual processes in Peukan Baro District, Pidie Regency. The old system relied heavily on Microsoft Word and Excel, which resulted in time-consuming tasks such as searching for employee data and generating reports. These limitations prompted the creation of a new system using Microsoft Visual BASIC 6.0, designed to streamline data management and improve administrative efficiency. The development process involved several stages, starting with a Feasibility Study. This phase identified the key problems with the manual system and defined the requirements for the new one. As the old system could not meet the growing needs of the district, a computerized system was seen as essential for improving efficiency. The Preliminary Planning stage focused on defining the scope of the project and outlining the main functionalities. Data flow diagrams were created to map out how data would move through the system, providing a clear overview of its structure. The System Analysis stage involved gathering detailed user input through interviews, observations, and questionnaires. This phase ensured that the system would address user needs and operate efficiently.

By transitioning to the new system, real-time updates of employee data became possible, which significantly improved decision-making and the overall administrative process, as noted by Hermawan *et al*. (2023). The system was designed to enhance the speed and accuracy of data entry. Microsoft Access 2007 and Microsoft Visual BASIC 6.0 were chosen as the primary tools, replacing Microsoft Excel 2007. This decision was made to ensure better integration, faster data processing, and a more user-friendly interface. Creating the system involved several key steps. The first step was setting up the program folder and initializing the project in Microsoft Visual BASIC 6.0. After that, the database was created in Microsoft Access. This involved setting up different tables to

store employee data, job positions, and training records. The Jabatan (Position) table stores data related to employee positions, while the Pegawai (Employee) table holds personal information. The Pelatihan/Diklat (Training) table manages records of training programs employees have attended. These tables were designed to ensure data consistency and accuracy. The design of the Main Menu Form allowed users to easily access different sections of the system, such as File Master, Employee Data Input, Training Data Input, and Reports. The Employee Data Input and Training Data Input forms were specifically designed to make data entry simple and error-free, in line with the recommendations of Subagdja *et al*. (2024), who emphasized the importance of user-friendly interfaces for data management in public administration.

The final design of the system provides a more efficient and accessible way to manage employee data. The Login Form acts as the entry point to the system, requiring valid credentials to ensure secure access. After logging in, users are directed to the Main Menu Form, where they can easily navigate between different sections, including data input and report generation. This structure is essential for streamlining the workflow and allowing administrators to efficiently manage employee and training records. The Employee Data Input Form captures detailed employee information, while the Training Data Input Form records training program details. These forms ensure that all relevant data is captured systematically and updated in real-time. The integration of real-time updates is crucial, as it allows for accurate and timely decision-making, as highlighted by Kencono *et al*. (2024). The Flowchart illustrates the entire process from logging in to data entry and reporting. This visual representation ensures that users can follow the system's workflow without confusion. The system uses various symbols to represent different processes, such as data entry, decision-making, and data storage, as described by Sihombing & Sulistyo (2021). The design of the system significantly improves the management of employee data in Peukan Baro District. By automating the process and providing a user-friendly interface, the system has minimized errors and enhanced the efficiency of data management, helping the district's administration offer better public services.

5 | CONCLUSIONS AND FUTURE WORK

The development and implementation of the Employee Data Information System (EDIS) in Peukan Baro District, Pidie Regency, has successfully addressed the inefficiencies of the previous manual system. By replacing outdated tools like Microsoft Word and Excel with a more advanced system using Microsoft Visual BASIC 6.0 and Microsoft Access 2007, the process of managing employee data has become faster and more accurate. Real-time data updates allow for quicker decision-making, while the user-friendly interface ensures that administrators can manage records efficiently with minimal errors. The results demonstrate that the success of implementing such a system relies not only on the technology itself but also on the preparedness of infrastructure and the skills of the workforce. Leadership support is crucial in driving the adoption and sustained use of the system. While the system has already improved administrative processes, ongoing training and infrastructure maintenance remain key to maximizing its effectiveness. Future work should focus on enhancing the system's features, such as adding modules for performance evaluations, salary management, and generating more detailed reports. It will also be useful to assess the system's scalability, allowing other districts or government entities to benefit from the solution. To ensure long-term success, regular training programs should be established to improve digital skills among employees. Additionally, periodic evaluations will help assess system performance, identify areas for improvement, and ensure that the system continues to meet evolving needs. The success of the EDIS in Peukan Baro District offers a model for other regions looking to modernize their data management systems, ultimately contributing to better public service and governance.

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