

ABSTRAK

Sumber daya manusia merupakan aset strategis bagi keberhasilan organisasi, sehingga proses rekrutmen dan pelatihan karyawan baru perlu dikelola secara efektif. PT Satria Bahana Sarana, perusahaan di sektor pertambangan batubara, menjalankan proses rekrutmen dan pelatihan yang belum terintegrasi, melalui media yang berbeda-beda seperti dokumen fisik, surat elektronik, dan penyampaian materi pelatihan secara langsung tanpa dokumentasi terpusat. Kondisi ini menyebabkan kesulitan dalam penelusuran status lamaran, risiko kehilangan data pelamar, serta rendahnya efektivitas proses pembelajaran karyawan baru. Penelitian ini bertujuan untuk membangun aplikasi SBS-*Career* berbasis *website* guna meningkatkan efektivitas proses rekrutmen dan pelatihan karyawan secara terintegrasi pada PT Satria Bahana Sarana. Pengembangan sistem dilakukan menggunakan metode *Waterfall* yang meliputi tahapan analisis kebutuhan, pengumpulan data melalui wawancara, observasi, dan studi pustaka, perancangan sistem menggunakan UML dan perancangan basis data, implementasi pemrograman dengan *framework* Laravel dan basis data MySQL, hingga pengujian sistem menggunakan metode *Black Box*. Hasil penelitian menunjukkan bahwa aplikasi SBS-*Career* berhasil dibangun dan dapat mengkonsolidasi pengelolaan lowongan kerja, registrasi dan pengajuan lamaran, manajemen tahapan seleksi, verifikasi dokumen, pengelolaan program pelatihan, penerbitan sertifikat, serta penyusunan laporan rekrutmen ke dalam satu *platform* terpusat. Pengujian *Black Box* membuktikan bahwa sistem ini layak digunakan sebagai pendukung proses rekrutmen dan pelatihan karyawan baru di PT Satria Bahana Sarana.

Kata Kunci: Aplikasi Berbasis *Website*, Rekrutmen, Pelatihan Karyawan, Metode *Waterfall*, *Black Box Testing*.

ABSTRACT

Human resources are a strategic asset for organizational success, making the recruitment and training of new employees a process that must be managed effectively. PT Satria Bahana Sarana, a company operating in the coal mining sector, still carries out its recruitment and training process manually and without integration, relying on separate media such as physical documents, e-mail correspondence, and direct delivery of training materials without centralized documentation. This condition leads to difficulties in tracking application status, the risk of losing applicant data, and reduced effectiveness in the learning process for new employees. This study aims to build a website-based SBS-Career application to improve the effectiveness of integrated recruitment and training processes at PT Satria Bahana Sarana. The system was developed using the Waterfall method, covering the stages of requirements analysis, data collection through interviews, observation, and literature review, system design using UML and database design, implementation using the Laravel framework and MySQL database, and system testing using the Black Box Testing method. The results show that the SBS-Career application was successfully developed and is able to consolidate job vacancy management, applicant registration and submission, selection stage management, document verification, training program management, certificate issuance, and recruitment reporting into a single centralized platform. Black Box Testing confirmed that all application features function according to the established functional requirements, indicating that the system is feasible for supporting the recruitment and training process of new employees at PT Satria Bahana Sarana.

Keywords: Website-Based Application, Recruitment, Employee Training, Waterfall Method, Black Box Testing.