

ABSTRAK

Pengelolaan cuti pegawai merupakan bagian penting dalam manajemen sumber daya manusia karena berkaitan dengan hak pegawai dan kelancaran operasional perusahaan. Perumda Tirta Musi Palembang telah menggunakan sistem pengajuan cuti berbasis web, namun sistem tersebut belum memiliki fitur penentuan operator pengganti serta mekanisme pengurangan gaji ketika hak cuti pegawai telah habis. Penelitian ini bertujuan mengembangkan aplikasi pengajuan cuti pegawai berbasis web yang dapat meningkatkan efisiensi, transparansi, dan akuntabilitas pengelolaan cuti di Perumda Tirta Musi Palembang. Metode pengembangan yang digunakan adalah *Waterfall* yang meliputi tahapan pengumpulan data, analisis kebutuhan, perancangan sistem, implementasi, pengujian, maintenance, dan penyusunan laporan. Sistem dikembangkan menggunakan framework Laravel dan database MySQL, serta diuji menggunakan metode *Black Box Testing*. Hasil penelitian menunjukkan bahwa aplikasi berhasil dikembangkan dengan fitur operator pengganti, pengelolaan hak cuti, perhitungan pengurangan gaji sesuai kebijakan perusahaan, notifikasi persetujuan cuti, dan pembuatan surat cuti dalam format PDF. Pengembangan sistem ini mampu meningkatkan efektivitas, transparansi, dan integrasi proses pengajuan cuti pada Divisi SDM Perumda Tirta Musi Palembang.

Kata Kunci: Pengajuan Cuti, Laravel, Operator Pengganti, Pengurangan Gaji, *Waterfall*.

ABSTRACT

Employee leave management is an important aspect of human resource management as it relates to employee rights and the continuity of company operations. Perumda Tirta Musi Palembang has implemented a web-based leave application system; however, the existing system does not provide a replacement operator feature or a salary deduction mechanism when an employee's leave entitlement has been exhausted. This study aims to develop a web-based employee leave application system to improve the efficiency, transparency, and accountability of leave management at Perumda Tirta Musi Palembang. The system was developed using the Waterfall method, which consists of data collection, requirements analysis, system design, implementation, testing, maintenance, and report preparation. The application was developed using the Laravel framework and MySQL database and was tested using the Black Box Testing method. The results show that the application was successfully developed with features including replacement operator selection, leave entitlement management, salary deduction calculation based on company policies, leave approval notifications, and leave letter generation in PDF format. The developed system improves the effectiveness, transparency, and integration of the leave application process within the Human Resources Division of Perumda Tirta Musi Palembang.

Keywords: Leave Application, Laravel, Replacement Operator, Salary Deduction, Waterfall.