

ASSISTANCE IN THE USE OF THE TNDE APPLICATION FOR SUPPORTING HUMAN RESOURCES MANAGEMENT AT PT. ANGKASA PURA I

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Abstract

This study focuses on the application of Digital Navigation Technology (TNDE) in human resource management at PT. Angkasa Pura I. The main goal is to analyze the effectiveness and efficiency of TNDE in human resource management processes. The research shows that TNDE has significant implications for improving the efficiency and effectiveness of human resource management in PT. Angkasa Pura I. The study also highlights the importance of addressing the challenges faced in implementing TNDE, such as resistance to technology. Interaction between TNDE and aplikasi is crucial for efficient problem-solving and effective learning. The research recommends implementing TNDE programs, improving communication between TNDE and TNDE, and optimizing TNDE implementation to align with the needs of TNDE and technology development.

Keywords: Assistance, TNDE Application, Human Resources Management

INTRODUCTION

In the digital era, technology plays a crucial role in enhancing the efficiency and effectiveness of human resource management in various sectors, including the Human Capital (HC) and Human Development Enterprise (SDM) sectors. The application of TNDE (Talent and Development Enterprise) is essential for change management, as it enables more detailed, systematic, chronological, and effective work processes. TNDE is an effective solution for various processes, including recruitment, training, and talent management.

The TNDE application can be applied in various fields, such as data collection, individual profiling, training and development, and talent evaluation. Students will get the opportunity to assist and collaborate with Angkasa Pura I HR in implementing the TNDE. Students are involved in activities, involving employee data, individual profiling, training and development training, and performance evaluation through TNDE. It is hoped that TNDE's assistance in Field Work Practices will generate significant benefits for Angkasa Pura I. With this assistance and collaboration, the human resource management process can be scaled up to employee needs. In conclusion, the application of TNDE in human resource management is crucial for the transformation of the human workforce and the development of the human

capital sector. By focusing on the application of TNDE, organizations can enhance their efficiency, transparency and responsiveness to the needs of their workforce.

IMPLEMENTATION METHOD

The implementation method as an alternative solution to problems in community service activities is as follows: In an application, there will definitely be times when an error or problem occurs in the application that will hinder the process of writing/sending letters, therefore a way is needed to deal with errors from the web/application, from what I have experienced during my street vendors at PT Angkasa Pura, there are several ways to deal with this error. In addition, does the use of the TNDE application/website help effectively for workers in the Human Capital (HC) unit at Angkasa Pura I and does the use of the TNDE application/website improve the quality of Human Capital (HC) management at Angkasa Pura I in that way it can be seen why Angkasa Pura I uses the TNDE website/application to deliver/compose letters through the application. TNDE applications and websites may experience problems or constraints when they encounter temporary errors. To overcome these issues, try loading or refreshing the page, ensuring a stable internet connection, cleaning the cache browser if the problem persists, and opening TNDE applications or websites using a different browser. If none of these steps work, check the official notification from TNDE or visit their official social media account for the latest information. If the problem persists, contact TNDE support or customer service for further assistance.

By following these steps, you can overcome problems and use TNDE applications/websites smoothly. The use of TNDE applications and websites can significantly benefit Human Capital (HC) units by enhancing employee data management, search and recruitment, training and development management, performance management, and HR data analysis. These applications can help HC make better decisions related to employee recruitment, promotion, and development, as well as streamline the process of finding the best talent for the organization. Effective search and recruitment features can help HC find the best talent for the organization, accelerating and automating the process. Training and development management can track employee development, ensuring relevant skills and knowledge to meet business needs. Performance management can be structured and transparent, including performance evaluation, career planning, and effective incentive systems. HR data analysis can provide valuable insights on HR trends, patterns, and help better decision-making in HR management.

However, the effectiveness of these applications and websites depends on the quality and suitability of the solutions used with the organization's needs and objectives. HC must ensure that the selected application or website meets the specific requirements of Angkasa Pura I and is implemented properly to achieve maximum benefits. TNDE, or Talent and Development (Talent Development), is a website that can significantly improve the quality of Human Capital Management (HC) at Angkasa Pura I. It enables the identification of employee potential, analysis of training needs, and planning of appropriate development programs. This allows Angkasa Pura I to analyze competencies and skills needed, preparing a more directed and relevant training plan. TNDE also increases transparency in the career development process, allowing employees to see available career paths and criteria for specific positions, providing

greater motivation and responsibility. The application also enables record-keeping and monitoring of individual progress in training and development, enabling managers to provide appropriate feedback and support. Overall, TNDE contributes to improved individual performance, overall organization, and a developing work environment, ultimately contributing to the overall improvement of HC management.

RESULTS AND DISCUSSION

In an application, there must be a time when an error or problem occurs in the application that will hinder the process of writing/sending letters, therefore a way is needed to deal with the error from the web/application, from what I have experienced during my street vendors at PT Angkasa Pura there are several ways to overcome those errors. In addition, does the use of the TNDE application/website help effectively for workers in the Human Capital (HC) unit at Angkasa Pura I and does the use of the TNDE application/website improve the quality of Human Capital (HC) management at Angkasa Pura I in that way it can be seen why Angkasa Pura I uses the TNDE website/application to deliver/compose letters through the application.

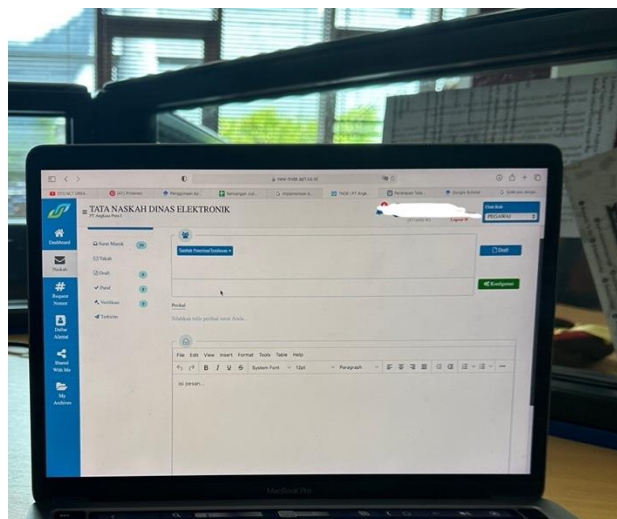


Figure 1. TNDE Application

A. Steps to overcome problems/obstacles when the TNDE application errors

If you experience problems/obstacles when using the TNDE application or website that is having an error, there are several steps you can take to overcome the situation. First, try to reload or refresh the page being accessed. Sometimes, temporary errors can be resolved this way. Next, make sure your internet connection is stable and working properly, because connection problems can cause interruptions in loading app pages or features. If the problem persists, try clearing the browser cache, as expired or corrupted cache can cause problems accessing websites. Also, try opening the TNDE application or website using a different browser, because problems can occur with certain browsers. If all steps don't work, check the official notification from TNDE regarding the issue they are having, or visit TNDE's official social media accounts for the latest information. Finally, if the problem persists, contact the TNDE support team or customer service for further assistance and information regarding the

problem at hand. Taking these steps will increase the chances of troubleshooting and using the TNDE website/application smoothly.

B. Effective use of the TNDE website/application

Effective and appropriate use of applications or websites can help employees in the Human Capital (HC) unit in various ways. Some of the potential benefits of using the right app or website in HC are as follows:

- a. **Human Resource Management (HR):** A good HR application or website can help in managing employee data, including personal information, work history, training data, and employee performance. This can make it easier for HCs to make better decisions regarding employee recruitment, promotion or development.
- b. **Search and Recruitment:** Apps or websites with efficient search and recruitment features can help HC find the best talent for the organization. This process can be accelerated and automated to match job profiles to candidate qualifications.
- c. **Training and Development Management:** Using an app or website to track employee training and development can help HC ensure that employees have the relevant skills and knowledge to meet business needs.
- d. **Performance Management:** HR applications or websites can assist HC in managing employee performance in a more structured and transparent way. This can include performance evaluation, career planning, and the introduction of effective incentive systems.
- e. **HR Data Analysis:** The use of HR applications or websites can assist HC in analyzing employee data in depth. This analysis can provide valuable insights into HR trends, look for patterns, and help make better decisions in managing HR. However, it is important to remember that the effectiveness of using an HR application or website is highly dependent on the quality and suitability of the solution used with the needs and goals of the organization. . Therefore, HC must ensure that the selected application or website meets the specific requirements of Angkasa Pura I and is properly implemented to achieve maximum benefits.

C. Use of the TNDE website/application in improving the quality of Human Capital (HC) management at Angkasa Pura I

TNDE or Talent and Development is an application/website that can have a positive impact in improving the quality of Human Capital (HC) management at Angkasa Pura I. This application can be an effective tool for identifying potential employees, analyzing training needs, and planning appropriate development program. With the TNDE, Angkasa Pura I can more easily analyze the competency and skill requirements needed within the organization, so that it can develop training plans that are more focused and relevant to the needs of existing human resources. In addition, TNDE can also increase transparency in the career development process. Employees can clearly see the available career paths and the criteria that must be met to reach certain positions. This will provide greater motivation and sense of responsibility for employees to continue to develop themselves.

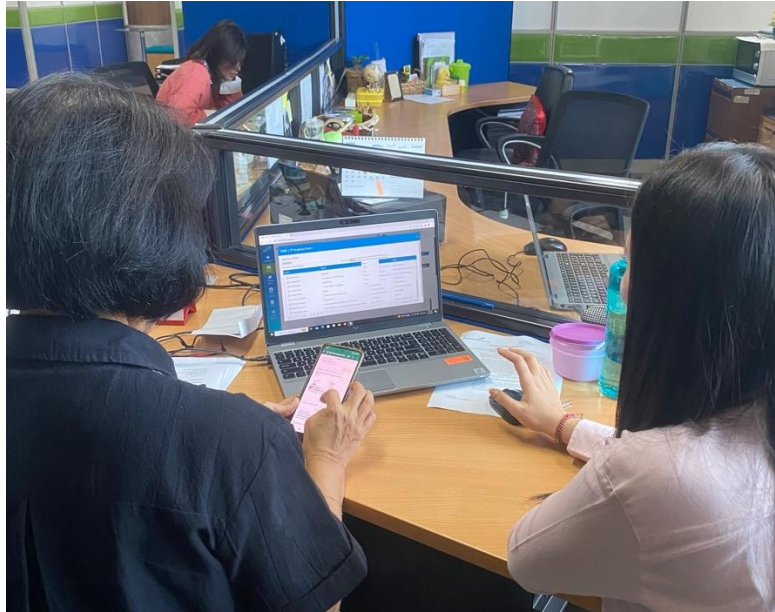


Figure 2. Using the TNDE Application

In addition, this application also makes it possible to record and monitor individual progress in participating in training and development, making it easier for managers to provide the right feedback and support to employees. With the TNDE, HC management at Angkasa Pura I can be more directed, measurable and efficient in managing the potential and quality of human resources. The use of this application/website as a whole can contribute to improving individual and overall organizational performance as well as creating an innovative and developing work environment

CONCLUSION

In the event of an error in the TNDE application/website, it is crucial to contact the technical team responsible for the application, communicate the issue clearly, find a temporary alternative or manual process, and provide timely communication to users. The use of TNDE applications/websites has significant potential for workers in the Human Capital (HC) unit in Angkasa Pura I. These applications can help manage employee data, identify training needs, plan development programs, increase transparency, provide motivation, and provide directed feedback for professional growth. Additionally, TNDE can improve the quality of Human Capital management in Angkasa Pura I by enhancing organizational structure, identifying competence gaps, planning relevant training, increasing efficiency, and providing a deeper understanding of HR potential and needs. Implementing and utilizing the TNDE application/website by the HC team, top management support, and alignment with the company's business strategy are essential factors in maximizing the benefits of TNDE in improving the quality of human capital management in Angkasa Pura I.

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