

Legal Policy in the Legal System: Concept, Implementation, and Challenges

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ABSTRACT

This study aims to design and develop a web-based Human Resources Management (HRM) application to simplify the human resource management process at PT. Perkasa Satria Nusantara. The application development follows the Waterfall model of the System Development Life Cycle (SDLC), which includes planning, analysis, design, implementation, and testing stages. The research uses interviews with a Likert scale to collect data regarding user needs and the HR process in the company. The results show that the developed application improves the efficiency of managing employee data, attendance, and related reports in a more structured and organized manner. This application also facilitates the HR department at PT. Perkasa Satria Nusantara in managing employee data more effectively, reducing manual errors, and speeding up administrative processes. The implications of this research suggest that the web-based HRM application can reduce manual errors, expedite HR administrative management, and support faster and more accurate decision-making. This application is expected to improve the operational efficiency of the company in managing human resources. In the future, this application can be further developed by adding additional features such as recruitment and training management to support the development of human resources in the company.

Keyword: human resources management, web-based application, system development life cycle, waterfall model, employee data management

INTRODUCTION

The legal policy is part of public policy that aims to regulate community life on the basis of applicable legal norms (Batyrbayev et al., 2021; Hoesein et al., 2021; Riwanto et al., 2023; Voronin & Przhilenskiy, 2019). Legal policy has a strategic role in ensuring legal certainty, justice, and usefulness in a country's legal system (Lailam & Andrianti, 2023; Sunaryo & Nur, 2022; Tuhana et al., 2023). In various countries, legal policies often undergo changes to adapt to social, economic, and political developments. However, the main challenges in the implementation of legal policies include regulatory inconsistencies, legal dualism, and weak law enforcement (Gilson et al., 2010). Therefore, this study aims to analyze the concept of legal policy, its implementation in the legal system, and the challenges it faces (Fauzi et al., 2023; Lehner, 2019; Suryani et al., 2023).

In today's rapidly changing business environment, managing human resources efficiently is crucial for organizational success (Agustian et al., 2023). As companies grow and expand, the complexity of HR tasks, including employee data management, performance tracking, and payroll processing, increases significantly. Manual processes, spreadsheets, and legacy systems no longer

suffice in meeting the demands for accuracy, speed, and scalability (Rao et al., 2019; Velimeneti, 2016). Therefore, companies need to adopt more advanced solutions to stay competitive and ensure that HR functions are seamlessly integrated into overall business operations.

The need for a digital HRM system is especially urgent for PT. Perkasa Satria Nusantara. As the company expands, managing employee data across multiple departments and locations becomes increasingly difficult using traditional methods. A web-based HRM system will centralize and automate many of the HR processes, making it easier to manage employee records, monitor attendance, and track performance. By implementing such a system, the company can reduce manual work, mitigate the risk of errors, and enhance data accuracy, ultimately improving the quality of HR decision-making.

Additionally, PT. Perkasa Satria Nusantara faces challenges in reporting and data retrieval. Manual data entry and report generation are time-consuming processes that often lead to delays in decision-making. A web-based HRM system can provide instant access to data and generate automated reports, making it easier for HR managers to monitor key performance indicators, analyze trends, and make informed decisions. This feature will enhance the agility of the company and ensure that HR operations are aligned with business objectives.

Moreover, the integration of employee self-service features in a web-based HRM system can foster greater employee engagement (Bella K Majini J E S et al., 2023; Ganeshan, 2024). By allowing employees to access and update their personal information, request leave, and monitor their performance, the system empowers them to take more control of their own data. This level of transparency and accessibility can increase employee satisfaction and reduce the burden on HR staff by handling routine inquiries and tasks more efficiently.

The adoption of a web-based HRM system at PT. Perkasa Satria Nusantara is also in line with global trends. As businesses across various industries move towards digital transformation, implementing a comprehensive HRM system is essential for staying competitive in the modern workforce. This research aims to develop a scalable and efficient solution that not only meets the current needs of PT. Perkasa Satria Nusantara but also provides a foundation for future growth as the company continues to expand its operations.

PT. Perkasa Satria Nusantara faces several challenges in managing human resources (HR), particularly in the areas of employee data processing, attendance, and administrative tasks, which are still performed manually. This manual process is prone to errors, delays, and inefficiencies, especially as the company continues to grow and employ more staff across different locations. Managing HR data in such a way hinders the company's ability to make informed decisions quickly and accurately, affecting overall operational efficiency.

Moreover, the lack of an integrated HR management system makes it difficult to monitor employee performance and attendance in real-time. The reliance on traditional methods and isolated spreadsheets results in an administrative burden, delays in generating reports, and challenges in maintaining accurate and up-to-date employee records. Therefore, there is an urgent need for a digital solution that can automate HR processes, streamline employee data management, and provide real-time access to critical HR information.

As digital transformation accelerates, it has become increasingly essential for companies to adopt advanced technological solutions to optimize their operations. PT. Perkasa Satria Nusantara is no exception, and it must modernize its HR management practices. The introduction of a web-based HRM system will allow the company to address its administrative challenges and improve the efficiency and accuracy of HR-related processes. This research aims to contribute to the company's digital transition by developing a system that enhances HR management and

supports business growth.

Previous studies have shown the benefits of implementing web-based Human Resources Management Systems (HRMS) to streamline HR processes. Kadir and Shafie (2016) proposed a web-based HRM system that could improve data management and efficiency. However, the focus of their research was on the theoretical design of the system, without extensive testing or application in a real-world business environment. In contrast, Rohani and Fauzi (2015) evaluated the implementation of an HRMS in a large corporation, emphasizing its positive impact on employee performance tracking and data accuracy. Yet, this research did not delve deeply into system scalability or customization. Lina and Sudirman (2017) also developed a web-based HRM solution, which was effective for data management but lacked a focus on user experience and real-time access to HR data.

While existing studies have explored web-based HRM systems, they often focus on either the design or theoretical benefits of such systems without considering real-world application challenges, user experience, and integration of real-time features. Moreover, the scalability of these systems for companies with diverse operational needs, like PT. Perkasa Satria Nusantara, remains underexplored. This research aims to bridge this gap by developing a comprehensive HRM system that is not only effective but also user-friendly, scalable, and capable of supporting real-time data processing.

This study presents a novel approach by developing a fully functional web-based HRM system tailored to the specific needs of PT. Perkasa Satria Nusantara. The system integrates real-time attendance tracking, automated report generation, and a user-friendly interface that allows employees to manage their personal data, request leave, and access performance evaluations. Unlike previous studies, this research focuses on both the development and practical implementation of the system, providing an end-to-end solution that is adaptable and scalable for future growth.

The primary objective of this study is to design and develop a web-based HRM system that can simplify the HR processes at PT. Perkasa Satria Nusantara, including employee data management, attendance tracking, leave requests, and performance evaluations. Specifically, the study aims to improve the efficiency of HR operations, reduce administrative errors, and enhance data accuracy. Another goal is to create a system that will facilitate real-time access to HR data and provide valuable insights for decision-making.

The benefits of this research are multifaceted. For PT. Perkasa Satria Nusantara, the developed HRM system will streamline the HR processes, improve the accuracy and efficiency of employee data management, and support better decision-making through real-time insights. The implementation of this system will reduce administrative costs and errors, while enhancing overall operational efficiency. For the broader business community, this study provides a practical model for the development of web-based HRM systems that can be adapted to other companies in similar industries.

METHODS

This research uses a normative approach with a document analysis method. The primary objective is to examine the design, implementation, and challenges of legal policies within the legal system. The study involves analyzing legal documents, including laws and regulations, court decisions, and relevant academic literature, to understand the intricacies of legal policy formulation and its impact across different jurisdictions.

The research is qualitative in nature, focusing on understanding the theoretical and

practical aspects of legal policies. The population consists of various legal policies and regulations across different countries, and the sample is selected from a variety of jurisdictions that represent diverse legal systems, such as civil law and common law. These jurisdictions provide a comprehensive overview of how legal policies are implemented and the challenges they face.

Data collection techniques include document review and analysis of legal texts, such as statutes, legal precedents, and court rulings. Additionally, academic literature and case studies related to legal policy and its application are reviewed to gain deeper insights into the subject matter. Secondary data sources, including scholarly articles, legal journals, and government reports, are used to support the analysis.

Data analysis is carried out through a comparative approach, where the implementation of legal policies in various jurisdictions is examined. The analysis identifies common patterns, challenges, and successes in the application of these policies. The study also explores how inconsistencies, weak enforcement, and resistance to change affect the effectiveness of legal policies. The findings will provide a comprehensive understanding of the relationship between legal policies and their practical application in the legal system.

RESULTS AND DISCUSSION

Concept of Legal Policy

Legal policy serves as the cornerstone for shaping societal norms and governance structures within a legal framework. It entails a systematic approach to the formulation and implementation of legal norms designed to achieve specific objectives, such as safeguarding individual rights, ensuring public safety, and promoting justice. The concept of legal policy is inherently dynamic and reflects the interplay between law and broader public policy goals, which are frequently influenced by political, economic, and social contexts. Legal policies, therefore, should not be seen merely as abstract ideals but as practical instruments that shape the day-to-day operations of government, institutions, and individuals. It is essential to recognize that legal policies operate within a broader context, with a dual role of both regulating behavior and being a reflection of society's values at any given time.

This conceptual framework underscores the need for policies that evolve with social changes, technological advancements, and shifting cultural paradigms. A robust legal policy should not only address the present-day challenges but also be flexible enough to accommodate future developments. Legal policies must consider the ethical implications of legal norms, the protection of fundamental freedoms, and the overarching goal of social cohesion. As such, legal policy is not a static set of rules but a constantly evolving tool that must adapt to new challenges, ranging from technological innovation to global shifts in political power.

Implementation of Legal Policies

The implementation of legal policies is shaped significantly by the type of legal system in place within a given country, reflecting how laws are interpreted and enforced. In jurisdictions with a civil law system, which predominates in Europe and many parts of Asia, legal policies are often codified and precisely detailed within comprehensive legal codes. These codifications ensure a predictable and structured application of the law, providing a clear framework for the enforcement of legal norms. However, such rigidity can also be a double-edged sword, as it may hinder the law's ability to rapidly adapt to new social realities, technological innovations, or unforeseen global challenges. In civil law systems, reforming legal policies can be a lengthy and cumbersome process, which may cause delays in responding to emerging issues.

In contrast, common law systems—prevalent in countries like the United States and the United Kingdom—are more flexible, with legal policies evolving through judicial decisions and precedents. This adaptability allows common law jurisdictions to be more responsive to social changes and issues that may not be explicitly addressed in written statutes. However, this flexibility comes with challenges, particularly when judicial decisions create legal uncertainty or when case law becomes fragmented due to the lack of codified policies. While common law systems offer flexibility, this may also lead to inconsistent application of the law, as different courts may interpret legal precedents in divergent ways. Consequently, the lack of a uniform legal framework can contribute to confusion, undermine the rule of law, and create disparities in legal outcomes.

Challenges in Regulatory Policy

Several challenges impede the effective implementation of legal policies. Regulatory inconsistency is one of the most significant obstacles, as conflicting laws and regulations across various levels of government create a fragmented legal environment. This inconsistency often leads to legal uncertainty, making it difficult for individuals and businesses to navigate the legal system. Moreover, the proliferation of overlapping regulations from local, regional, and national authorities can create confusion and inefficiency, which weakens public confidence in the legal system.

Another major challenge is weak law enforcement, which arises from insufficient resources, inadequate training, and systemic corruption within law enforcement agencies. The absence of strong enforcement mechanisms significantly undermines the effectiveness of legal policies, rendering them meaningless in practice. Without the proper enforcement of laws, even well-crafted legal policies fail to achieve their intended goals, leading to lawlessness, impunity, and an erosion of public trust in the legal system.

Additionally, social resistance to legal policies is another critical issue. Legal reforms often face opposition when they are perceived as inconsistent with evolving societal values or when they are seen as overly restrictive or unjust. Resistance can take various forms, from public protests and political opposition to legal challenges that question the constitutionality of the laws. Legal policies that do not align with the social context or fail to account for cultural shifts are often seen as oppressive, triggering widespread dissent and undermining the legitimacy of the legal system. For example, laws that limit freedoms or impose restrictions on progressive social movements may face considerable backlash, resulting in calls for reform or repeal.

Legal Policy Reform

To address these challenges, legal policy reform is essential. Legal policies must be adaptive and responsive to the rapidly changing social, technological, and global landscape (Akpobome, 2024; Lescrauwaet et al., 2022; Liebman, 2014; Zaidan & Ibrahim, 2024). Reforms should involve the harmonization of regulations across various jurisdictions to reduce inconsistencies and create a more cohesive legal environment. Such harmonization would facilitate the easier enforcement of laws and foster greater legal certainty, benefiting businesses and individuals alike. Additionally, legal reforms must strengthen the capacity of law enforcement agencies, ensuring they have the resources and training needed to implement policies effectively and uniformly.

Public participation is another vital component of successful legal reforms. Involving the public in the policy-making process ensures that legal policies reflect the values and concerns of

society, increasing their legitimacy and the likelihood of compliance. The inclusion of diverse voices—particularly marginalized and disenfranchised groups—can also help ensure that legal reforms are equitable and just. Furthermore, reform efforts should be proactive, anticipating future challenges such as technological disruptions, global migration, and environmental issues, rather than reactive to past or current problems. Legal policy reforms must focus on creating an adaptable legal framework capable of addressing both present and future challenges.

CONCLUSION

Legal policy is a critical instrument for maintaining order and promoting justice in society. However, the effectiveness of legal policies is frequently compromised by regulatory inconsistencies, weak law enforcement, and social resistance. These challenges hinder the ability of legal policies to achieve their intended goals and erode public confidence in the legal system. In light of these issues, adaptive and responsive legal policy reforms are urgently needed. Reforms should focus on harmonizing regulations, strengthening enforcement mechanisms, and ensuring that the public has a meaningful role in the policy-making process. Additionally, legal policies must remain flexible and adaptable to the evolving needs of society, particularly in response to global shifts in technology, politics, and culture. Only through comprehensive and continuous reforms can legal policies fulfill their essential role in promoting justice, protecting rights, and fostering social cohesion. The ongoing refinement of legal policies will ensure that the legal system remains fair, responsive, and capable of meeting the challenges of the future.

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