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DESCRIPTIVE OF QUANTITATIVE DATA | SUPPLEMENTARY

Design Of An Inclusive Digital Platform For Training And Distribution Of Human Resources In Improving Accessibility And Opportunities For Persons With Disabilities

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Abstract: In today's digital age, information spreads quickly thanks to rapid technological advances. Computers and other devices connected to the internet are very useful for everyone, including people with disabilities, in finding information about job vacancies. With attention spans getting shorter, people tend to want information immediately, in the areas of job search and training. Digital technology also enables the presentation of media content such as updates. To provide a valuable source of information for people with disabilities, especially for the disabled, the author considers making a thesis in the form of a special website for the disabled as a means of making it easier for them to find information about training and job vacancies. The results of this research are expected to contribute to increasing inclusiveness in helping people with disabilities to find training and job vacancies. The digital platform designed is expected to be an effective means of expanding access and opportunities to develop potential and actively participate in the world of work. In addition, this research can also contribute to the development of inclusion and empowerment technology at large.

Keywords: *Development Inequality, Williamson Index, GRDP.*

1. INTRODUCTION

Etymologically, Quadriplegia refers to difficulty in optimizing the function of a body part due to injury, disease, improper growth, or improper care, which ultimately reduces the ability to perform certain body movements. Quadriplegia can be interpreted as an abnormality or disability in the muscles, bones, joints, and nervous system caused before, during, or after birth due to disease, viruses, or accidents. These disorders cause problems with communication, coordination, adaptation, mobility and personal development (Pratiwi & Hartosujono, 2017).

A person with a physical disability (quadriplegia) is someone who has limitations in body movement, including the structure or function of bones, muscles and joints, which can interfere with or hinder and prevent the person from carrying out normal activities (Hikmawati & Rusmiyati, 2011).

Law Number 8 of 2016 Article 1 paragraph 1 defines people with disabilities as: Every person who suffers from chronic physical, intellectual, spiritual and/or sensory limitations in interacting with their environment may experience obstacles and difficulties in participating fully and effectively with other citizens on the basis of equal rights

People with disabilities can regain their social function and become independent thanks to policies that embrace disabilities in the workplace. However, many industries in Indonesia have not yet practiced this principle. Because they do not know how to map the knowledge and skills acquired by people with disabilities, many industries hesitate to employ disabled workers. In addition, industries often view the provision of facilities that assist the performance of the disabled as inefficient (Fatika et al., 2020).

Of the eight companies, only one hired individuals with disabilities because of strategic considerations, such as the understanding that these individuals must have equal access to jobs to avoid exclusion. And the other seven companies hired individuals with disabilities because of pragmatic and "accidental" factors such as labor shortages and "trial and error" (Susilowati, 2014).



Government efforts to improve accessibility and perceptions of equal rights in the workplace for people with disabilities do not guarantee full integration of these individuals into the workforce. Data from the National Labor Force Survey (Sakernas) in August 2017 showed that there were 21.9 million people with disabilities of working age in the country, of which only 10.8 million were employed (Fatika et al., 2020).

Based on this background, this study aims to build a digital platform for training and job vacancies based on a website as a form of service innovation for people with disabilities at the Budi Perkasa Center in Palembang City and to provide convenience for people with physical disabilities in accessing online registration features and can help provide information about training and job vacancies for people with physical disabilities.

2. LITERATURE REVIEW

2.1 Platform Digital

The definition of a platform is a digital container that is widely used by humans for various purposes. In simple terms, the definition of a platform is a container used to run a system according to the program plan that has been made. For example, for online learning activities, the platform used is based on digitalization. (Eka Yuda Wibawa, 2021).

2.2 Persons with Disabilities

The term "person with disability" refers to any individual who has limitations or impairments in long-term participation in physical, cognitive, mental, emotional, or sensory activities. Their ability to participate actively and fully in society with equal rights may be hampered by many problems. Physical or mental conditions that interfere with an individual's capacity to perform daily tasks can be classified as disabilities. (Setiadi, n.d., 2019).

Physical disability is a condition known as a developmental disorder that limits a person's ability to perform daily tasks due to abnormalities or damage to their bones and muscles, which reduces their regular capacity to engage in educational activities. (Somantri in Bilqis, 2014).

2.3 Accessibility

According to Law No. 8 of 2016 concerning persons with disabilities, accessibility is the simplicity with which a person can realize equal possibilities in all areas of life.

To enable persons with disabilities to experience equality and opportunity in all aspects of life and work, accessibility refers to the ease with which each person with disabilities can travel through and utilize the environment and buildings while also considering the practicality and smoothness of their interactions. (Hadi, 2019).

2.4 Inclusion

Inclusion is an approach that aims to change the education system by removing barriers that prevent every student from fully participating in education (Alfikri et al., 2022).

2.5 Laravel

Laravel is an MVP-based website development written in PHP that is designed to improve software quality by reducing initial development costs and maintenance costs, and to improve the experience of working with applications by providing expressive, clear and time-saving syntax. (Hermanto et al., 2019)

2.6 PHP (Hypertext Preprocessor)



PHP, also known as Hypertext Preprocessor, is an interpreter programming language that converts lines of source code into machine code that a computer can understand when the code is executed. (Hidayat, n.d.).

2.7 Database

A database is a collection of organized data stored on a computer so that it can be analyzed and information can be retrieved from it using computer programs. A database management system (DBMS) is a program used to organize and execute database queries. (Andaru, n.d.).

2.7 MyXQL

MySQL is a software that is part of the SQL database management system, also known as a multi-threaded, multi-user DBMS. With over 6 million installations globally (Dhika et al., 2019)

3. RESEARCH DESIGN AND METHOD

3.1 Data Collection Method

The data collection method in this study will involve stages of observation, interviews, and literature studies.

3.2 Observation

Observations or observations made by the author include direct observation of the work system process in the agency, where the author observes in detail various operational aspects, problems, and obstacles faced by the agency. Through this observation, the author aims to identify and carefully analyze various elements that affect the efficiency and effectiveness of the existing system. The information obtained from this observation is then used to prepare a more appropriate design and in accordance with the specific needs of the agency, with the hope of overcoming existing problems and improving overall system performance

3.3 Interview

In this study, an interview was conducted with one of the agency administrators with the aim of collecting data and gaining a deeper understanding of the needs required in creating a training and job vacancy platform. This interview process was designed to dig up comprehensive information about the various aspects that must be considered in designing the platform, including the specific needs of users and the challenges that may be faced in its implementation.

3.4 Literature review

The author will carefully collect and study various books, academic journals, and articles accessed from the internet and other credible sources, to obtain in-depth and comprehensive references related to the research topic being studied.

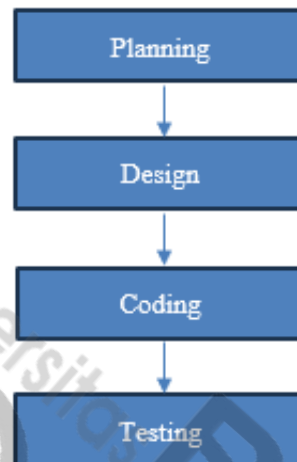
3.2 Software Development Methods

The software development method used by the author is the RAD (Rapid Application Development) method. Rapid Application Development (RAD) RAD is a linear sequential procedure that prioritizes development cycles in a short period of time (Sari et al., 2022). The Rapid Application Development (RAD) approach was chosen because it provides many benefits, including shorter development cycles, increased flexibility, increased user involvement, and reduced risk of errors.



(Nurman Hidayat & Kusuma Hati, 2021). This method consists of four stages including Planning, design, coding, and testing.

Figure 1 structure RAD



3.3 Planning

The initial stage starts from the planning stage which is carried out through four planning activities which include identifying problems, finding target users, analyzing system needs, and resource requirements.

3.4 Design

In making the design in this study using the Unified Modeling Language (UML) method. Object-oriented software systems that can be modeled, designed, developed, and documented using the Unified Modeling Language (UML), a visual language. (Syafitri, 2016). There are several types of UML that can be used to provide a visual model description in system development, including Use Case Diagrams, Activity Diagrams, and Class Diagrams

3.5 Coding

The purpose of this stage is to create a web display and collect the necessary data components so that information flows according to the system to be built, which involves building a database that has been translated into program code.

3.6 Testing

After the coding stage is complete, the next stage is System testing using the Black box testing approach. The purpose of this testing is to ensure the system operates properly and to find potential problems that may arise when the application is running.

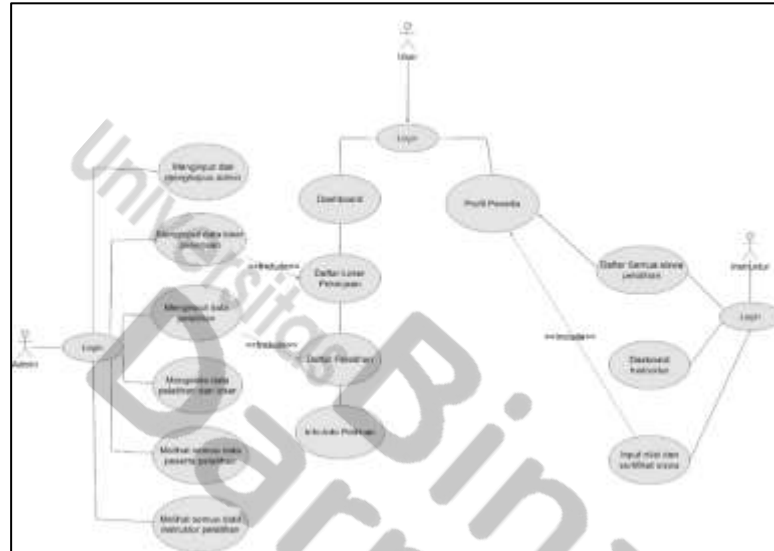
4. RESULT AND DISCUSSION



4.1 Use Case Diagram

The following is a display of the Use Case Diagram in designing an inclusive digital platform for training and HR distribution in increasing accessibility and opportunities for people with disabilities based on a website.

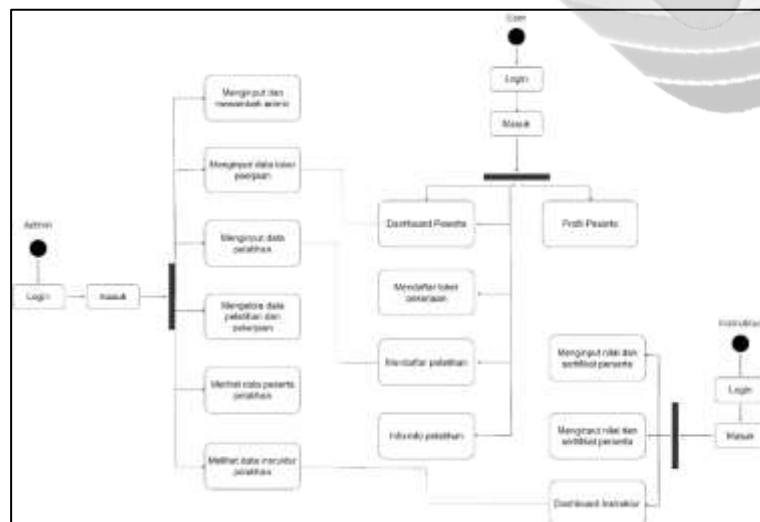
Figure 2 Use Case Diagram



4.2 Activity Diagram

The following is a display of the Activity Diagram in designing an inclusive digital platform for training and channeling human resources to increase accessibility and opportunities for people with disabilities based on a website.

Figure 3 Activity Diagram

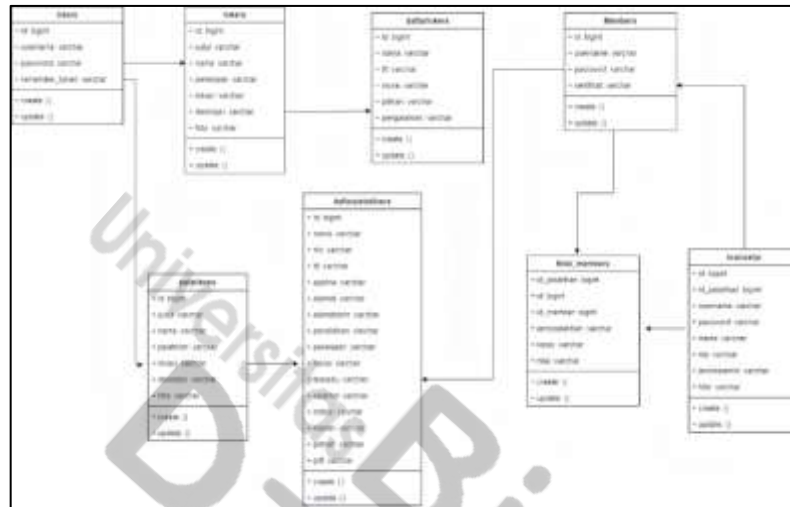


4.3 Class Diagram



The following is a display of the Class Diagram in the design of an inclusive digital platform for training and distribution of human resources in increasing accessibility and opportunities for people with disabilities based on a website.

Figure 4 Class Diagram



4.4 Website Appearance

Based on the results of the analysis that has been carried out, the following is a display of the results of the coding process that has been made to build the design of an inclusive digital platform for training and channeling human resources in increasing accessibility and opportunities for people with disabilities based on the website. Log In is the initial display where admins, participants and instructors can write their Username and Password then click the login menu and will be directed to their respective dashboards.

4.5 Login

. Log In is the initial display where admins, participants and instructors can write their Username and Password then click the login menu and will be directed to their respective dashboards.

Figure 5 Login



4.5 Manage Admin



The Manage Admins page is a view where admins can add or remove other admins. To add a new admin, the admin only needs to press the "Add Admin" feature, then enter the desired username and password. In addition, the admin also has the option to remove other admins by using the "Delete" feature.

Figure 6 Manage Admin



4.6 Manage Locker View

In the Manage Lockers View, admins have the ability to add, edit, or delete job lockers. To add a locker, admins can press the "Add Locker" feature and enter the required requirements.

Figure 7 Manage Locker View



4.7 Manage Training View



In the Manage Training view, the admin has the ability to add, edit, or delete training. To add training, the admin can press the “Add training” feature and enter the required requirements.

Figure 8 Manage Training View



4.8 Manage Registration View

In the Manage Registration View, admins can view the list of individuals who have registered for training or job openings. Admins also have the ability to view registration details and delete training and job opening entries as needed.

Figure 9 Manage Registration View



4.9 Training Participant View

On the training participant display, the admin has the ability to view a list of participants who have registered according to the selected training interests.

Figure 10 Training Participant View



No	NIK	Nama	Jenis Kelamin	Kelas	Pendidikan yang Didapat	Alamat	No HP	Tempat, Tanggal Lahir	Aksi
1	3150072010001	Laili	Perempuan	Keperawatan	Jember	Jember	08123456789	Jember, 10 Mei 2000	Aksi
2	3150072010002	Laili	Perempuan	Keperawatan	Jember	Jember	08123456789	Jember, 10 Mei 2000	Aksi

4.10 Instructor Data View

On the instructor data display, admins can easily view and access complete information about training instructors.

Figure 11 Instructor Data View



No	Nama Instruktur	NIP	Pendidikan	Aksi
1	Indi Gunawan	212100	Keperawatan	Aksi
2	Indi Gunawan	212100	Keperawatan	Aksi

4.11 User Home View

On the dashboard display, users are presented with a simple but easy-to-understand main menu display. In it there is a menu for searching for jobs and training. When users press "Search for Jobs" or "Search for Training", they will be directed to the appropriate page for job vacancies or training.

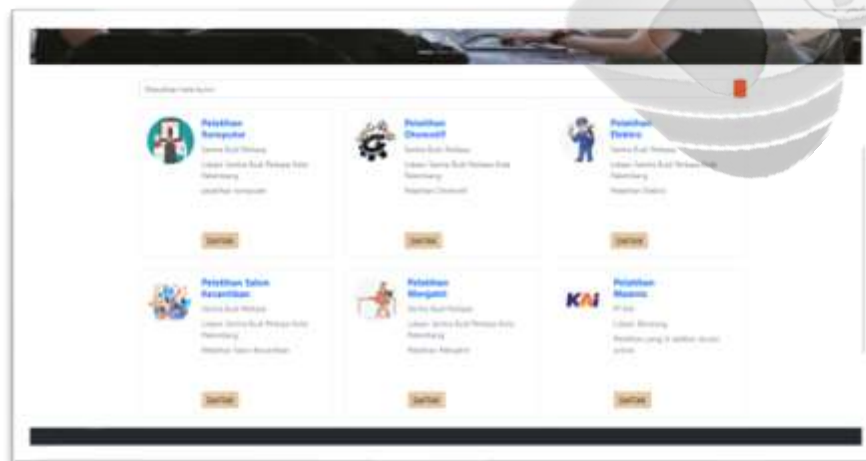
Figure 12 User Home View



4.12 Search Training View

The training search display is a display where users can search for training available at Sentra Budi Perkasa, users can search for and register for training that they are interested in, when users have determined the training that they are interested in.

Figure 13 Search Training View



4.13 Job Search View



The "Search for Jobs" display is a display where users search for job vacancies in collaboration with Sentra Budi Perkasa. Users can search for and register for available vacancies.

Figure 14 Job Search View



4.14 User Profile View

The User Profile view allows users to view personal biographical details, including the training schedule that has been followed along with the instructor's name. In addition, students can also access information about the grades obtained and the certificates that will be received after completing the training.

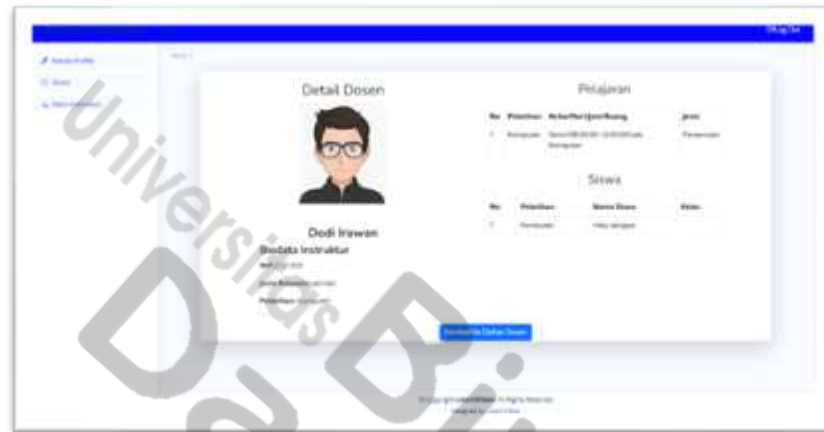
Figure 15 User Profile View



4.15 Instructor Profile View

The Instructor Profile View allows instructors to view personal biographical details, including training schedules and the names of students who are attending the training. In addition, instructors can also view the profile details of students who are attending the training and provide grades and certificates to participants who have attended the training.

Figure 16 Instructor Profile View



4.16 Black Box Testing

The testing carried out for testing this digital platform was using blackbox testing using an Asus A455L laptop.

5. CONCLUSIONS

With the existence of this digital training platform and job vacancy provider, it can provide convenience to people with disabilities, especially the physically disabled, in finding training and getting job vacancies.

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GOLDEN RATIO

OF
Data In Summary

Letter of Acceptance

Reg. 738/October/10.52970/GRDIS/v4.i2/2024

Thank you for submitting your manuscript entitled "*Design of an Inclusive Digital Platform for Training and Distribution of Human Resources in Improving Accessibility and Opportunities for Persons with Disabilities*" with Risky Sanjaya, Dedi Irawan at Journal of Golden Ratio of Data in Summary (GRDIS).

A signed Manuscript-Revision-Report-Form and having completed revision of the manuscript meeting an acceptable standard for publication in the Golden Ratio of Data in Summary (GRDIS). We have now received the comments and recommendations about content selection from the Journal's Editorial Executive Board and External Peer Review Board.

Congratulations. The Editorial Executive Board voted on your revised manuscript in favor of publication and the article has been "Accepted" in its current form for publication in the Journal of Golden Ratio of Data in Summary (GRDIS). From now on your article will be moving forward to the production pipeline with a typesetter so that your article will be published and printed in Golden Ratio of Data in Summary (GRDIS). Volume 4 Issue 2 2024" on the date of "November 30, 2024" at the latest with DOI information Prefix 10.52970 with Open Access Electronic ISSN: 2776-6411. Golden Ratio of Data in Summary (GRDIS). has been indexed on Google Scholar, member of Crossref, Copernicus, Dimension, SINTA 5

Best regards,

October, 2024

Dr. Aditya H.P.K. Putra, SE, MM,
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