Competition in globalization era which progressively tighten, believed will be able to complicate manufacturing company become the only one market leader. This condition was realized by PT. Philips Ralin Electronics, biggest lamp manufacturer in world, as a challenge to be able to reach its vision as the best company in its class. Reaching this vision is not an easy matter. PT. Philips Ralin Electronics try to add excellence compete and also improve performance of its activity by creating reliable management system.

Taken step by PT. Philips Ralin Electronics in realizing this matter was by having investment at Human Resource Information System software (HRIS) which is applied at Human Resource Department (HRD). This big valuable investment believed will be able to give many benefit for the company. After application during two year, identifying held by management for benefit which have and can be obtained from HRIS.

Identifying conducted by applying Soft System Methodology that able to give total understanding to system and assist in equation of position viewpoint or perception of HRD and HRIS to the company. Applying concept of value chain conducted to be able to identify activities done by HRD before existence of applying of HRIS, applying moment and after applying. Activity gap which emerge in the form of reduction of indication activity will be able to obtained the existence of benefits. Applying Economic Value Added used to be able to know influence of investment of HRIS to company’s value business.

Based on the result of conducted analysis and calculation, benefit able to identify from the ability of HRIS modules itself and also the existence of potential benefit in development of HRIS. The Benefits are: the existence of optimization and adding value of human resource that had by PT. Philips Ralin Electronics, existence of effectiveness in recruitment procedures, training and also promotion of each employees’ level, existence of amenity in decision making by management which related to HRD’s data, existence of time efficiency in course of employees administrative process, existence of support in expenditure of company policies and also the existence of operating expenses reduction of HRD in application of potential benefit of HRIS.

Value of EVA obtained by company in the year 2000, before applying of HRIS, equal to Rp. 2,641,000,000,0. Year 2001, applying moment, equal to Rp. 1,494,000,000,00 and year 2002 equal to Rp. 2,138,000,000,00. Positive value which owned by PT. Philips Ralin Electronics, showing the existence of company’s financial stability. Investment of HRIS lessen value of EVA but not be categorized as crushing of value and year 2002 showing addition of value that conducted by HRIS for company’s business values.

Keywords: Human Resource Information System, Soft System Methodology, chain value, Economic Value Added.