

**EMPLOYEE RELATIONS PADA PT ASDP INDONESIA FERRY
(PERSERO) KANTOR CABANG BAKAUHENI DALAM Mendukung
SEMANGAT KERJA KARYAWAN**

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ABSTRAK

Hubungan antar karyawan dalam suatu perusahaan sangat perlu dijaga, karena hubungan yang buruk dapat mempengaruhi ke lingkungan kerja sehingga dapat membuat karyawan tidak disiplin terhadap peraturan kantor, tidak merasa puas pada pekerjaannya hingga menimbulkan rasa jenuh bekerja. Dengan melihat Persentase Absensi karyawan yang naik turun perlu diperhatikan, maka menciptakan suasana kerja yang positif dan rekan kerja yang suportif penting dalam penerapan *employee relations* dalam perusahaan dengan harapan adanya komunikasi dua arah dan keterbukaan antara atasan dan bawahan. sehingga manajemen dan karyawan dapat mengetahui kekurangan satu sama lain sekaligus memiliki satu arah yang sama dalam mencapai target perusahaan. Tujuan dari penelitian ini untuk mengetahui upaya perusahaan dalam penerapan program-program yang dapat mendukung karyawannya dan metode yang digunakan dalam penelitian ini adalah deskriptif Kualitatif dengan melakukan wawancara, dokumentasi dan observasi dengan acuan menggunakan teori *employee relations*. metode ini digunakan untuk memperoleh hasil pelaksanaan *employee relations* pada PT ASDP Indonesia Ferry (Persero) Kantor Cabang Bakauheni Dalam Mendukung Semangat Kerja Karyawan. Adapun hasil *employee Relations* yang dijalankan di PT ASDP Indonesia Ferry (Persero) Kantor Cabang Bakauheni terdapat berbagai aktivitas seperti beasiswa pendidikan, pelatihan K3, seminar motivator, Ferryzi ambassador, Ferryzi Talent Development, Ferryzi award, Penghargaan masa kerja, Penghargaan Putra-putri karyawan, Rapat manajemen, Mading, RKAC, Senam, Customers Day, PHBI, dan lainnya. dan Peran unit kerja SDM & Umum membantu mengumpulkan aspirasi karyawan terhadap hal yang dibutuhkan. sehingga Pelaksanaan aktivitas *employee relations* tidak dikendalikan penuh oleh manajemen, oleh karena itu dari program-program yang sudah dijalankan pun dapat dianggap efektif karena karyawan dapat merasa manfaat yang diterima.

Kata kunci: *Employee Relation*, Karyawan, Semangat Kerja

**EMPLOYEE RELATIONS PT ASDP INDONESIA FERRY (PERSERO)
BRANCH OF BAKAUHENI OFFICE IN SUPPORTING OF EMPLOYEE
WORKING**

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ABSTRACT

The relationship in a company between employees become a thing that need to be maintained. The affect of bad environment at work have possibility to create undisciplined, unsatisfied towards the office regulations and employees works, because there are sense of boredom. Based on the percentage of employees attendance, the unstable data need to be considered. Hence, to build positive environment and supportive colleagues at work, company need to focus on in the application of Employee relations with goals there are two-way communication that open between the leaders and employees. By this goals management and employees easily to find out the shortcoming of each other in achieving company goals. The purpose of this research to find out the company's effort in implementing programs to support the employees. The method which is used through this research is qualitative approach by interviews, documentations, and observations. The main theory in this research is employee relations to obtain the results of the implementation of employee relations at PT ASDP Indonesia Ferry (Persero) Bakauheni Branch Of Bakauheni Office In Supporting of Employee There are various activities such as educational scholarships, K3 training, motivator seminars, Ferryzi ambassador, Ferryzi Talent Development, Ferryzi award, employment period appreciation, Putra Putri employment award, Management meeting, Mading, RKAC, Gymnastics, Customers Day, PHBI, and others. Also, the role of HR & General work units are help to collect employee aspirations The result of this research has found there are various employee relations activities carried by PT ASDP Indonesia Ferry (Persero) Bakauheni and role of HR and General Units by helping to gather the aspiration of the employee in their needs. So, by applying the programs the implementation of employee relations activities are not fully in charge by management. Hence, the programs that have been running still can be considered and effective because employees could received the benefits.

Keywords : *Employee Relation, Employees, Job Satisfaction*