

ABSTRAK

Kegiatan *Employee Relations* akan membentuk sikap pegawai dalam menghadapi situasi kerja di perusahaan. Kemampuan *Employee Relations* dalam memotivasi karyawan menjadi hal yang penting untuk diperhatikan, karena apabila kegiatan *Employee Relations* dari atasan kepada karyawannya rendah, maka akan berdampak pada produktivitas yang dihasilkan oleh perusahaan. PT INTI (Persero) Bandung yang merupakan suatu Badan Usaha Milik Negara (BUMN) bergerak dalam bidang jasa pelayanan infokom dengan penekanan pada sistem infokom dan Integrasi Telekomunikasi (SIIT) yang bergerak dalam bidang jasa. Budaya yang ditetapkan PT INTI yaitu : *Integrity, Networking, Trust, Team Work* dan *Inovative*. Dalam hal ini PT INTI (Persero) Bandung jelas membutuhkan kegiatan *Employee Relations* dalam menciptakan semangat kerja karyawan dan menciptakan kepuasan karyawannya.

Tujuan penelitian untuk mengetahui hubungan antara kegiatan *employee relations* dengan *need fulfillment, discrepancies, value attainment, equity, genetic components* karyawan PT INTI (Persero) Bandung. Metode yang digunakan dalam penelitian ini yaitu korelasional dengan data primernya angket, sementara data sekundernya adalah wawancara, dan kepustakaan.

Berdasarkan hasil penelitian yang telah dilakukan, maka penulis mencoba menarik kesimpulan bahwa Terdapat hubungan yang signifikan antara kegiatan *employee relations* dengan *need fulfillment, discrepancies, value attainment, equity, genetic components* karyawan PT INTI (Persero) Bandung.

Kata Kunci : *Kegiatan Employee Relations, Need fulfillment, Discrepancies, Value Attainment, Equity, Genetic components*

ABSTRACT

Employee relations activities will form the attitude of employees in the face of the situation work company. The ability of employee relations manager in motivating employees become more important to note, because if the activity employee relations manager of a superior to their employees lower it would impact on productivity that is produced by the company. PT INTI (Persero) Bandung that is a body of state enterprises (BUM) move in the field of services infokom with an emphasis on system integration and infokom telecommunication (SIIT) moving in the services sector. Culture set PT INTI (Persero) Bandung : Integrity, Networking, Trust, Team Work dan Inovative. In PT INTI (Persero) Bandung clearly requires the activities of employee relations manager in creating the spirit of the work of employees and creating the satisfaction of employees.

The research employee relationship between relations with need the fulfillment discrepancies, values of attainment, equity, genetic components employees of PT INTI (Persero) Bandung. Method used in this research are correlational primary data the poll, while, observation and literature study as a secondary data.

Research hence writers tried to draw the conclusion that there is a significant relation between an employee relations with need the fulfillment discrepancies, values of attainment, equity, genetic components employees of PT INTI (Persero) Bandung.

Keywords : *Employee Relations Activities, Need Fulfillment, Discrepancies, Value Attainment, Equity, Genetic Components*