



INTERNAL/EMPLOYEE RELATIONS

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Rabu 15 April 2020

What is employee relation?



People in organizations interact with each other at work formally and officially as well as socially and informally. During the course of interaction, relationships develop which are invisible links, colored by emotions of love, hate, repulsion, respect, fear, anxiety and so on.

Example: These are usually mutual but not necessarily reciprocal. If A hates B, it does not follow that B hates A. It is possible that B loves A and even sympathizes with his thoughts.

Employees-The Most Important Asset

- ❑ Most important asset are employees, who work together and perform to achieve the goals and objectives of the organization.
- ❑ Every individual shares a certain relationship with his colleagues at the workplace.



Dimensions of Relationship

The relationship can be

- Between anyone in the organization
- Between co-workers (Horizontal)
- Between an employee and his superior (Upward & Downward)
- Between two members in the management and so on.

It is important that the employees share a healthy relationship with each other to deliver their best performances.



Environment & Atmosphere:

- The employees must be comfortable with each other for a healthy environment at work.
- It is the prime duty of the superiors and team leaders to discourage conflicts in the team and encourage a healthy relationship among employees.
- Observation says that a healthy relation among the employees goes a long way in motivating the employees and increasing their confidence and morale.



Employee relationship increase Employee Engagement

- One starts enjoying his office and does not take his work as a burde. He feels charged and fresh the whole day and takes each day at work as a new challenge.
- If one have a good relation with his team members he feel going to office daily. Go out with the team members for a get together once in a while or have the lunch together.
- These activities help in strengthening the bond among the employees and improve the relations among them.



Importance of employee relations



- There are several issues on which an individual cannot take decisions alone.
- Work becomes easy if it is shared among all.
- The organization becomes a happy place to work if the employees work together as a family.
- Healthy employee relations also discourage conflicts and fights among individuals.
- A healthy employee relation reduces the problem of absenteeism at the work place.
- It is wise to share a warm relation with the fellow workers, because we never know when we need them.

Improve employee relations



- Involve the team members.
- Encourage individuals to share their work with each other.
- Assign them targets and ask all the team members to contribute equally.
- Encourage effective communication among the team members.
- Written modes of communication must be promoted among the employees for better transparency.
- Organize birthday parties, Outing together, Celebrations, New Year parties etc.

Role of Attitude in Employee Relationship



- Attitude plays an important role in improving the relationship among the individuals.
- An individual should never ever have a negative attitude at workplace.
- Don't always find faults in others.
- One should not be too rigid.
- An individual should not make issues out of small things.

Role of Attitude in Employee Relationship



- One should be forgiving.
- Don't carry ego to work.
- One should always keep his personal life separate from his professional affairs.
- Treat colleagues as friends.

Exercise & Assignment



1. Buat presentation/ppt kreatif dan professional look
2. tentang employee relations menggunakan buku Seitel sesuai dengan SAP dan tambahkan dengan tokoh dan sumber lain(dalam PR)
3. 20 pages
4. Submitted maksimal pukul 19.00 Rabu 29 April 2020 via email
5. Konten:
 - ① Definition
 - ② Structure and anatomy
 - ③ Function and roles
 - ④ Tasks
 - ⑤ Mechanism
 - ⑥ How to make good relationships towards the employees up, same level, down
 - ⑦ The benefits and lost of the relationships (good and bad)
 - ⑧ Give the real examples

SOURCES



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