

ABSTRAK

Karyawan merupakan aset berharga bagi sebuah perusahaan dan merupakan dua unit yang saling membutuhkan yang harus dapat di utilisasi secara maksimal untuk hasil yang baik. Greenhost Boutique Hotel mengalami *employees turnover* pada tahun 2015-2017 angka karyawan yang berhenti tinggi. Penelitian ini dilakukan untuk melihat pengaruh *employee relations* terhadap motivasi kerja karyawan Greenhost Boutique Hotel. Jenis penelitian adalah kuantitatif dengan metode pengambilan data survey. Objek analisis penelitian ini adalah karyawan yang bekerja di Greenhost Boutique Hotel dengan sampel sebanyak 40 karyawan. Hasil penelitian menunjukkan adanya signifikansi tinggi dan positif pengaruh antara variabel pengikat dan variabel bebas yaitu *employee relations* terhadap motivasi kerja karyawan dengan hasil analisis *employee relations* sebesar 82,5% pada interval kelas tinggi dan 92,5% merupakan analisis motivasi kerja pada interval kelas tinggi dengan temuan bahwa indikator *open management system* yang paling besar mempengaruhi indikator *Responsibilitas* (tanggung jawab). Hasil uji *Product Moment* sebesar 0,829 dan Uji Regresi Linier Sederhana sebesar 0,918 diartikan apabila *employee relations* ditingkatkan maka motivasi kerja karyawan akan meningkat pula.

Kata Kunci: *Employee relations*, motivasi kerja.

ABSTRACT

Employees are one of the most valuable asset sources within a company and are two units that need each other and it's necessary to be utilized right. Greenhost Boutique Hotel experienced a high number of employee turnover in 2015-2017 where employees tend to resign. Therefore, this research is made to see the influence between employee relations and the work motivation of Greenhost Boutique Hotel employees. The method that is used in this research is quantitative method which is survey research method and used questionnaire, observation, and literature review to help the author gather the data that's indeed useful for the research. The Object of this research is the 40 employees that are currently working in Greenhost Boutique Hotel with total sampling method. The result of this study shows a great significant and positive effect or influence between the independent variable and the dependent variable that are employee relations and employees work motivation with results that employee relations analysis number shows 82,5% which is in high-class interval and employees work motivation analysis number shows 92,5% in high-class interval showing results where open management system and responsibilities are the higher factors. For the Product Moment Correlation analysis shows a coefficient value of 0,829 and the regression linear analysis coefficient value is 0,918 which can be concluded that if employee relations continues to be improved then the employees work motivation can be increasing as well.

Keywords: Employee relations, work motivation.