

**EMPLOYEE RELATIONS HUMAS KEMENTERIAN PEMUDA DAN
OLAHRAGA REPUBLIK INDONESIA MELALUI PROGRAM PENDIDIKAN
DAN PELATIHAN KEHUMASAN DAN *PUBLIC SPEAKING* TAHUN 2015
DALAM MENINGKATKAN KINERJA PEGAWAI**

Ikhwan Ridwan

Abstrak

Penelitian ini dilakukan dengan tujuan untuk mengetahui kegiatan *employee relations* yang ada di Kementerian Pemuda dan Olahraga Republik Indonesia (Kemenpora R.I.) dalam meningkatkan kinerja pegawai. Kajian teoritis dalam penelitian ini adalah komunikasi, komunikasi organisasi, humas pemerintah, *employee relations*, analisis RACE, dan kinerja pegawai. Metode penelitian dalam skripsi ini adalah kualitatif yang bersifat studi deskriptif, dengan teknik pengumpulan data yang digunakan berdasarkan pada metode triangulasi (sumber, metode, dan teori), dengan melakukan wawancara mendalam (*indepth interview*) kepada seorang *key informan* yang menjadi ketua penyelenggara kegiatan *employee relations* dan 6 *informan* yang menjadi peserta kegiatan *employee relations* di Kemenpora R.I., observasi langsung untuk data primer serta menggunakan dokumen dan data pustaka untuk data sekunder. Latar belakang penelitian ini berkaitan dengan hasil evaluasi kinerja pegawai Kemenpora yang dilakukan oleh Kemenpan RB pada akhir tahun 2015 menempatkan Kemenpora sebagai instansi pemerintahan berkinerja paling buruk. Berdasarkan permasalahan tersebut Kemenpora menyelenggarakan kegiatan Pendidikan dan Pelatihan dalam upaya meningkatkan kinerja pegawai. Hasil penelitian penulis memberikan gambaran (deskripsi) mengenai kegiatan *employee relations* melalui program Pendidikan dan Pelatihan Kehumasan dan *Public Speaking* yang telah dilaksanakan dalam upaya meningkatkan kinerja pegawai Kemenpora dapat memberikan pengaruh yang positif. Kegiatan *employee relations* melalui Kegiatan Pendidikan dan Pelatihan Kehumasan dan *Public Speaking*, menjalankan tahapan RACE dalam kehumasan internal instansi melalui program kegiatan Pendidikan dan Pelatihan ini dapat membangun hubungan harmonis di dalam internal instansi dan meningkatkan kualitas kompetensi pegawai, sehingga secara umum berdampak pada peningkatan kinerja pegawai Kemenpora R.I.

Kata kunci: *Employee relations*, Pendidikan dan Pelatihan Kehumasan, Kinerja pegawai.

**EMPLOYEE RELATIONS PUBLIC RELATIONS FOR THE MINISTRY OF
YOUTH AND SPORTS OF THE REPUBLIC OF INDONESIA THROUGH THE
PROGRAM OF EDUCATION AND TRAINING FOR PUBLIC RELATIONS
AND PUBLIC SPEAKING IN 2015 IN IMPROVING THE EMPLOYEE
PERFORMANCE**

Ikhwan Ridwan

Abstract

This report is written with the purpose of know activities employee relations that is in the ministry of youth and sports the republic of indonesia (Kemenpora R.I.) in improving the performance employees. Theoretical study of the research is communication, communication organization, the government public relations, employee relations, an analysis of RACE, and the employee performance. Research methodology in thesis this is qualitative is study descriptive, to technique data collection used based on to the method triangulation (source, method, and theory), by conducting indepth interviews to a key informants as the head of the activities employee relations and 6 informants who became participants activities employee relations in Kemenpora R.I., direct observation to primary data and use documents and data library to secondary data. The background research it is related to the evaluation of performance employees kemenpora done by Kemenpan RB at the end of 2015 put kemenpora as government agencies performing the worst. Based on these problems kemenpora hold the activities education and training in efforts to improve performance employees. The results of the study writer give of the description of activities employee relations through the education and training public relations and public speaking that have been undertaken in order to increase performance employees kemenpora can have an influence positive. Activities employee relations through the activities of education and training public relations and public speaking , run stage race in public relations internal the related agencies through activity program education and training this can build the harmonic relations in internal office and improve the quality of the competence of employees, so as to be generally have an impact on the increase in the performance Kemenpora R.I. employees

Keyword: Employee relations, Education and training public relations, Performance employees.