

ABSTRAK

Mushafira jannati: Implementasi *Employee Relation* Melalui Program *Workshop* DI SMA AL-Muttaqin

SMA Al-Muttaqin Tasikmalaya merupakan sekolah unggulan yang dikenal dengan perpaduan nilai keislaman dan modernitas dalam sistem pendidikannya. Sekolah ini berkomitmen menciptakan lingkungan belajar unggul melalui program akademik, keagamaan, dan pengembangan karakter. Sebagai bentuk peningkatan kualitas SDM, SMA Al-Muttaqin juga mengimplementasikan *Employee relations* melalui program *workshop* yang bertujuan meningkatkan kompetensi serta mempererat hubungan kerja antar karyawan.

Penelitian ini bertujuan untuk mengetahui implementasi *Employee relations* melalui program *workshop* di SMA Al-Muttaqin Fullday School Tasikmalaya. Studi ini menggunakan model strategi pemberdayaan organisasi yang mencakup aspek *desire, trust, confident*, dan *communication* untuk menilai sejauh mana program tersebut mampu meningkatkan hubungan kerja serta mendukung kinerja dan pengembangan profesional tenaga pendidik dan staf.

Penelitian ini menggunakan pendekatan interpretivisme dengan pendekatan kualitatif dan metode deskriptif. Penelitian ini dilakukan dengan mengumpulkan data melalui wawancara mendalam dan dokumentasi.

Hasil penelitian ini menunjukkan bahwa implementasi *Employee relations* melalui program *workshop* di SMA Al-Muttaqin berhasil memperkuat semua aspek dalam model strategi pemberdayaan organisasi. Aspek *desire* tampak dari semangat guru dan staf untuk mengikuti pelatihan. *Trust* tercermin dalam kepercayaan peserta terhadap manajemen dan narasumber. *Confident* terlihat dari keberanian mereka mencoba metode baru di kelas. *Communication* terbangun melalui diskusi terbuka saat *workshop*. Secara keseluruhan, program ini mendukung terciptanya hubungan kerja yang positif dan mendorong peningkatan profesionalisme seluruh karyawan.

Kesimpulan dari penelitian ini adalah implementasi *Employee relations* melalui program *workshop* di SMA Al-Muttaqin berhasil meningkatkan motivasi, kepercayaan diri, dan komunikasi antar karyawan. Program ini memperkuat hubungan antara manajemen dan staf, menciptakan lingkungan kerja yang produktif, serta mendukung pengembangan profesional yang berkelanjutan, yang pada akhirnya berkontribusi pada peningkatan kualitas pendidikan di sekolah.

Kata Kunci: *Employee relations*, Program *Workshop*, Pendidikan

ABSTRACT

Mushafira Jannati: Implementation of Employee Relations Through Workshop Programs at SMA Al-Muttaqin

SMA Al-Muttaqin Tasikmalaya is an outstanding school known for blending Islamic values with modernity in its educational system. The school is committed to creating an excellent learning environment through academic programs, religious activities, and character development. As part of enhancing human resource quality, SMA Al-Muttaqin also implements Employee Relations through workshop programs aimed at improving competence and strengthening relationships among employees.

This study aims to understand the implementation of Employee Relations through workshop programs at SMA Al-Muttaqin Fullday School Tasikmalaya. The study uses an organizational empowerment strategy model that includes aspects of desire, trust, confidence, and communication to assess how well the program improves work relationships and supports the performance and professional development of teaching and administrative staff.

The research uses an interpretivist approach with qualitative methods and a descriptive technique. Data were collected through in-depth interviews and documentation.

The results show that the implementation of Employee Relations through workshop programs at SMA Al-Muttaqin successfully strengthens all aspects of the organizational empowerment strategy model. The desire aspect is seen in the enthusiasm of teachers and staff to attend the training. Trust is reflected in the participants' trust in management and the speakers. Confidence is demonstrated through their willingness to try new methods in class. Communication is built through open discussions during the workshop s. Overall, the program supports the creation of positive work relationships and encourages the professional growth of all employees.

The conclusion of this study is that the implementation of Employee Relations through workshop programs at SMA Al-Muttaqin has successfully enhanced motivation, self-confidence, and communication among employees. This program strengthens the relationship between management and staff, creates a productive work environment, and supports sustainable professional development, ultimately contributing to the improvement of the school's education quality.

Keywords: *Employee relations, Workshop Programs, Education.*