

ANALYSIS OF ASSOCIATIVE SOCIAL INTERACTION BETWEEN LEADERS AND EMPLOYEES AT THE BIAK MARINE RESOURCES AND FISHERIES MONITORING STATION OFFICE, MINISTRY OF MARINE AFFAIRS AND FISHERIES

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Abstract

This study explores the social interaction between leaders and employees at the Biak Marine and Fisheries Resources Monitoring Station Office. This topic was chosen because of the importance of social interaction in forming a productive work culture and an inclusive work environment, especially in the context of leadership changes and employee cultural diversity. The purpose of this study is to understand how associative social interaction affects work motivation and team dynamics in the office. The study used a qualitative method with a descriptive approach. Data were collected through direct observation, in-depth interviews with leaders and employees, and relevant literature studies. Data analysis techniques were carried out descriptively qualitatively and interpretively, involving data reduction, grouping, and interpretation. The findings of the study indicate that effective social interaction between leaders and employees plays an important role in creating a positive and productive work culture. Recognition and appreciation from leaders contribute significantly to employee work motivation. The implication of these findings is that leaders need to understand their role in motivating and supporting employees to improve overall team performance. Recommendations for organizational practice include developing policies that support constructive social interaction and increasing initiatives to maintain team spirit. This study provides valuable insights for improving the interaction system and work motivation in the Biak PSDKP environment and opens up opportunities for further research in this field.

Keywords: *Social Interaction; Work motivation; Leaders and Employees; Work Culture*

INTRODUCTION

Social interaction between leaders and employees is a crucial element that influences the dynamics of work and organizational performance. At the Biak Marine and Fisheries Resources Monitoring Station (PSDKP) Office, this interaction becomes increasingly complex considering the cultural diversity of employees and the frequent changes in leadership. This

phenomenon poses challenges in building a cohesive and productive work culture. With employees coming from various ethnicities and cultural backgrounds, as well as frequent changes in leadership, it is important to understand how these interaction patterns affect employee motivation and performance.

This research has high urgency because effective social interaction can lead

to the formation of a positive work culture and increased productivity. Amid the dynamics that occur in PSDKP Biak, understanding how interactions between leaders and employees affect job satisfaction and performance is very important for designing policies and strategies that support harmonious work relationships. This research is expected to provide useful insights to improve managerial effectiveness in organizations with a background of cultural diversity and leadership changes.

This study is based on the theory of social interaction developed by Robert T. Hall and WI Thomas. Hall introduced the dimensions of space and time in social interaction, while Thomas put forward the concept of situation definition, which emphasizes how individuals' interpretations of situations affect their responses. This theory is relevant to exploring the dynamics of social interaction in organizations, especially in the context of changing leaders and cultural diversity, providing a foundation for understanding how such interactions affect employee motivation and performance.

This study offers novelty in two main aspects. Theoretically, this study applies the theory of social interaction in the context of public organizations with cultural diversity and leadership changes that have not been widely studied in the literature. Empirically, the focus of the study on the Biak PSDKP Station Office, with its unique characteristics of employees from various ethnicities, fills the knowledge gap regarding the impact of social interaction on employee performance and motivation in this environment.

Based on the background and underlying theory, the hypothesis proposed in this study is: "Positive social interaction between leaders and employees at the Biak PSDKP Station Office is significantly related to increased work motivation and employee productivity."

The purpose of this study is to analyze the forms of associative social interactions between leaders and employees at the Biak PSDKP Station Office and to evaluate their impact on employee work motivation and performance. This study aims to provide in-depth insight into how leaders can optimize social interactions to build a productive and harmonious work culture in a diverse environment.

RESEARCH METHODS

This study uses a qualitative method with a descriptive research design. The location of the study is the Biak Marine and Fisheries Resources Monitoring Station (PSDKP) Office. This study aims to analyze social interactions between leaders and employees and their impact on work motivation and productivity.

The research procedure involved three main techniques in data collection: observation, interview, and literature study. Observation was conducted directly to assess the practice of social interaction and the implementation of work motivation in the office environment. In-depth interviews were conducted with leaders and employees to gain an understanding of interaction patterns and their impacts. Literature study was conducted to collect relevant theoretical information and secondary data.

The research tools and instruments include structured interview guides, field

notes for observation, and organizational documents as literature study materials. The data analysis technique uses a qualitative descriptive approach, which includes data reduction, information grouping, and interpretation of results to draw conclusions about the effects of social interaction on employee motivation and performance.

RESULTS AND DISCUSSION

The research findings are presented in the results sub-chapter with sub-chapters (without numbering) according to the research objectives. To facilitate understanding, the research results are described first, followed by a discussion in the next sub-chapter. The presentation of the discussion is done clearly by completing cross-references that refer to the objectives.

Results

The results of this study show the form of associative social interaction, the form of work motivation, and the important functions of social interaction at the Biak PSDKP Station.

Forms of Associative Social Interaction

Social interactions between employees and leaders at the Biak PSDKP Station indicate positive cooperation. Employees feel an inclusive relationship and support from leaders, who actively communicate through informal and formal meetings. Leaders often hold informal events and provide constructive feedback, which increases motivation and collaboration.

The accommodation process is seen in the way leaders and employees adjust to organizational norms and resolve conflicts openly and fairly. Leaders act as mediators in resolving problems by exploring the roots

of the conflict and seeking solutions that satisfy all parties.

The assimilation process is seen from the adoption of organizational values and culture by employees promoted by leaders. Leaders facilitate employee adaptation through social activities and open communication, helping employees feel integrated and motivated.

Forms of Work Motivation

Positive social interactions increase employee work motivation, especially intrinsic motivation. Recognition and appreciation from leaders play an important role in increasing employee self-esteem and job satisfaction. Leaders provide rewards, verbal motivation, and constructive feedback to improve employee performance.

Important Functions of Social Interaction

The formation of close and open relationships is seen through informal social interactions, such as having lunch together, create a more relaxed and open work atmosphere, strengthening the relationship between leaders and employees. Leaders participate in informal activities and provide rewards for performance achievements.

Increased trust and communication are reflected in positive social interactions that build trust and more open channels of communication, which strengthen teamwork and collaboration. Leaders strive to build trust through open communication and responsiveness to employee concerns.

Motivation and job satisfaction drivers can be found from employees who feel appreciated and listened to by their leaders, increasing intrinsic motivation and job satisfaction of employees. Leaders

provide verbal motivation, feedback, and rewards that motivate employees to perform better.

Constructive conflict resolution is seen from open social interactions that facilitate constructive conflict resolution, avoid tension and strengthen team relationships. Leaders handle conflicts with a personal approach and seek solutions that satisfy all parties.

The formation of a positive work culture through intimate and collaborative social interactions contributes to the formation of a positive and inclusive work culture. Leaders create a supportive work environment and provide space for employees to contribute actively.

Discussion

Social interaction within an organization is the foundation of success and sustainability. Without effective interaction between members of the organization, progress and achievement of shared goals becomes difficult. Social interaction allows members of the organization to share ideas, knowledge, and experiences with each other. This strengthens collaboration between teams and departments, allowing them to create more innovative and efficient solutions. Positive social interaction helps build strong working relationships among team members. When members feel comfortable interacting with each other, they are more likely to be open to supporting each other and working together better. Positive social interaction can also increase individual motivation and job satisfaction. When a person feels valued and supported by their coworkers, they are more likely to be motivated to give their best in their work.

Open and honest social interactions help prevent conflict between individuals or teams. Through effective communication, differences of opinion can be resolved before they become a source of greater conflict. Social interactions reflect a healthy and inclusive organizational culture. When members of an organization are actively involved in various social activities, they reinforce the values and identity of the organization, and create a more positive work environment. Discussion and collaboration between members of the organization through social interactions can generate new and innovative ideas. Sharing ideas and views from different backgrounds and perspectives helps organizations continue to grow and compete in an ever-changing market. Positive social interactions can increase employee satisfaction and reduce stress levels in the workplace. When members of an organization feel treated with respect and supported by their coworkers, they are more likely to remain loyal to the organization.

Thus, social interaction not only plays an important role in building relationships between individuals, but also in creating a productive, inclusive, and goal-oriented work environment in an organization. The above description can be proven by the results of a study conducted in May 2024 through interviews with leaders and employee representatives at the Biak PSDKP Station Office.

Based on the results of interviews with the head of the Biak PSDKP Station, the style of social interaction with employees applied emphasizes more openness and a more casual communication atmosphere so that there is no big gap

between leaders and employees. The closeness between leaders and employees that is established can be seen from the openness of employees to information that needs to be discussed with the leader. Employees can thus communicate directly. Although the atmosphere of interaction that is built seems casual, in responding to the need for information by employees, the leader still upholds professionalism, especially for decision making. In other matters, the leader also positions himself as a leader, not a boss, so that every problem is always resolved together with the leader as the leader. Good social interaction between leaders and employees also correlates positively with employee work motivation, thereby increasing productivity in achieving organizational targets as stated by the head of the Biak PSDKP Station.

This was confirmed by DS employees who argued that the reward and punishment mechanism in employee performance assessments had an impact on increasing employee work motivation. It can be concluded that the Leader's social interaction style explains that the Leader builds strong and inclusive relationships with his team. ME respondents try to be accessible and friendly leaders, often holding informal meetings to get to know their employees personally. The Influence of Social Interaction on Work Relationships Leaders believe that a good relationship between leaders and employees creates a positive work environment. When employees feel appreciated and listened to, they tend to be more motivated and perform at a high level. The social interactions that are built help reduce communication barriers and improve collaboration between teams.

The Impact of Social Interaction on Work Relationships Leaders believe that good relationships between leaders and employees create a positive work environment. When employees feel valued and listened to, they tend to be more motivated and perform at a higher level. The social interactions that are built help reduce communication barriers and improve collaboration between teams. Concrete Examples of the Impact of Social Interactions Leaders provide examples of after-work leisure activities that increase employee energy and openness in the workplace. Employees are more refreshed and open to collaboration after such events. When conflicts arise at work, leaders provide solutions that satisfy all parties. The fair mediator approach and the resulting solutions help leaders encourage team members to speak openly and help find ways to reduce conflicts and maintain harmonious relationships among team members. Leaders also emphasize the importance of social interactions in creating an inclusive and productive work culture. Strong relationships between leaders and employees, as well as between employees, can create an environment where everyone feels valued and supported. Likewise, employees emphasize the importance of social interactions in creating a harmonious and productive work environment. They underline the importance of open communication, respect for leaders, and motivation among employees.

CONCLUSION

Associative social interactions between employees and leaders have a significant impact on shaping a productive

work culture and creating a healthy and inclusive work environment. By understanding the importance of these social interactions, organizations can develop policies and practices that support good relationships between leaders and subordinates to improve overall organizational performance and success. Employee work motivation is significantly influenced by social interactions with leaders, especially in terms of recognition, appreciation, and support provided by leaders. Leaders who are able to create a supportive work environment and provide appropriate recognition will encourage high work motivation among employees. Therefore, it is important for leaders to understand their role in motivating and maintaining their team's work spirit. Associative social interactions between employees and leaders have an important role in shaping a positive and productive work culture in an organization. Therefore, organizations need to recognize the importance of these social interactions and encourage their development through various supporting activities and initiatives.

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