

ABSTRACT

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Employee is a resource which is most important for the organization. Employee with a high freshness becomes a big expectation of an organization, since there is that freshness, so the employee will work optimally until the objective can be reached. Therefore, the freshness gives sense of peaceful and satisfied influences the employee's positive attitude which is hope by the organization. This freshness can be formed easily with role of believing each other in the organization. Role of believing each other that exists between the employee which work in a certain work environment is one of work climate elements which is important because this psychosocial condition can be a requirement for the development of attitude, motif, and human intention for effective cooperation interlacing.

This research aims to understand the role of believing each other and the employee's freshness in the KSP Bangun Jaya Mandiri Pasuruan. The number of respondents in this research is 30 employees. The method of collecting the data uses the scale that consists of employee's freshness scale and role of believing each other that consists of 20 items per each. The analysis technique used is correlation.

Based on the research analysis can be gotten the result as follow; the employee's freshness variable results 6 (20%) employees which have a high and low freshness, 18 (60%) employees have an average freshness. While role of believing each other variable results 7 (23.3%) employees have high role of believing each other, for 18 (60%) employees is average and 5 (16.7%) have low role of believing each other. The research result of two variables; the employee's freshness and the role of believing each other result that there is a positive relationship (pearson correlation= 0.490; with sig. 0.003). It proves that the role of believing each other can makes the employee's freshness in an organization.

Key word : Believing Each Other and the Freshness