



HUMAN RELATIONSHIP

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Abstract

The purpose of writing this article is to explain the concept of relationships between humans. This article will explain the meaning of relationships between humans, individual relationships and group relationships, factors that influence relationships between humans, techniques for relationships between people and obstacles in relationships between people as well as indicators of relationships between people. Humans are social creatures. Humans' superiority as social creatures lies in their willingness to help others. Helping behavior is behavior that provides benefits and benefits to others. To survive there must be socialism or relationships with other humans and this cannot be avoided, it is absolutely necessary for humans. Human relationships have different meanings, in all forms of human relationships. As social creatures, humans realize that they cannot escape from social life, that they need the help of other people, even though social interactions are difficult. Your knowledge and experience will increase. This article refers to journals written by expert people. It is hoped that this article can be a reference in obtaining information about human relationships.

Keywords : Human relations

Introduction

Humans are individual creatures who cannot escape relationships with other humans. As a result of the relationships that occur between individuals (humans), social groups are born which are based on common interests. Humans are very different people so directly or indirectly this will cause problems. Therefore, it is necessary to master reasonable communication methods. Embrace human relationships in nursing to reveal existing weaknesses. Humans are social creatures whose activities must exist because humans want other humans and this cannot be avoided. Communication and more than that, relationships between humans are very important and necessary for the continuity and smoothness of every activity. (Julaiha July, Nurul Farhaini, Rollin Fadilah Hasibuan, 2022). A group is a collection of individuals who interact with each other, generally only to do work, to improve relationships between individuals, or possibly both. A group at a time is distinguished collectively, a group of people who have similarities in general activities but with the smallest direction of interaction (Umanailo, nd). Humans are social creatures. Humans' superiority as social creatures lies in their willingness to help others. Helping behavior is behavior that provides benefits and benefits to others. To survive there must be socialism or relationships with other humans and this cannot be avoided, it is absolutely necessary for humans. Human relationships have different meanings, in all forms of human relationships. As social creatures, humans realize that they cannot escape from social life, that they need the help of other people, even though social interactions are difficult. Your knowledge and experience will increase. Therefore, harmonious and effective social relationships with other people, both individually and collectively, are very important (Mariane, 2019). In relationships between humans, it is not only seen from the form but also from the characteristics, time, way of speaking, attitude, behavior, personality and various psychological aspects of a person. In social life, humans have many different functions, for example in an organization, on the one hand they are leaders or superiors in a certain field, on the

other hand they are also subordinates or employees in a certain field of the organization. Relationships between humans seem normal and easy to establish, but in reality they are not easy. Human relations are a dynamic thing and cannot be separated from the human element. Someone who maintains human relations can communicate intrapersonally or communicate with themselves, get to know each other, make sure they prepare themselves. message to convey to others, make decisions after thinking and evaluating yourself. A person can also communicate interpersonally, namely interacting with other people, evaluating other people, and expressing themselves to other people (Cecep Sri Suryana & Vicky Verry Angga, 2022). Group requirements according to Baron and Byrne: (1) Interaction, members should interact with each other (2) Interdependent, what happens to one member will influence the behavior of other members (3) Stable, the relationship has at least a significant length of time (can be weeks, months or years) (4) Shared goals, some goals are common to all members (4) Structure, function of each member must have some kind of structure so that they have a set role (5) Perception, members must feel themselves as part of the group. A social group is a collection of people who have a shared awareness of membership and interact with each other. Group is created by society. Groups can also influence the behavior of their members. Social groups are associations of people who live together and experience conscious interdependence and help each other (Page, 1961:213). A social group is a collection or unity of people who live together, because of the relationships between them. This relationship, among other things, involves reciprocal relationships that influence each other and also an awareness of helping each other (Soejono Soekanto, 2006: 104).

Research Methodology

The method in this research is to describe a phenomenon taken from several relevant sources such as journals and books.

Result & Discussion

Basic Concepts of Human Relations

Effendy in (Cecep Sri Suryana & Vicky Verry Angga, 2022) Human relations, also called human relations, give meaning to spiritual processes that aim at happiness and satisfaction based on personality, nature, temperament, behavior and other psychological aspects found in humans. Human relationships are harmonious relationships between people, which are created by awareness and the desire to align individual desires for the common good. According to Adawiyah (2020), relationships between humans are divided into two meanings, namely relationships in the broad sense and relationships in the narrow sense. Human relations in the broadest sense are persuasive communication carried out by someone with another person, face to face in all life situations, thereby creating happiness for both parties. Human relations in the narrow sense are persuasive communication between someone and another person, face to face in work situations and in work organizations to arouse enthusiasm and active work. Working in a spirit of effective cooperation accompanied by feelings of joy and satisfaction. Humans as social creatures realize that they cannot separate themselves from social life. Humans need the help of other people and need to interact with humans in all activities, in business, at social gatherings, at school, on the street, etc. Likewise with social relations between humans, both individuals and groups (Sari et al., 2022). According to Ermita, humanitarian relations are persuasive communication activities, not just relations or relations but also activities aimed at developing a sense of happiness and satisfaction, as well as activities aimed at improving and developing more productive and satisfying ones. The persuasive communication discussed here is persuasive communication which aims to create good relationships (Okusa, 2008) Meanwhile, according to Sarwoto, relationships between humans are all relationships, both formal and informal, that need to be created and fostered in an organization in such a way as to create an intimate and harmonious work climate in order to achieve predetermined goals. The functions of Human Relations are as follows: a. Avoid misunderstandings between leaders and subordinates. b. Develop cooperation between leaders and subordinates. c. form effective team collaboration. d. Directing individuals in a group towards a goal. (Gunawan, 2022). Thus, relations between humans are persuasive communication activities not only about relationships or relationships but also activities and activities that aim to develop results that increase feelings of happiness and satisfaction. Persuasive communication is persuasive communication that aims to create good relationships. Relations between humans are essentially communication activities (internal). Relationships between humans with communication or communication and relationships between humans have an interdependent relationship, there are several factors that can influence relationships between humans in communication between individuals (Cecep Sri Suryana & Vicky Verry Angga, 2022).

Types and Patterns of Human Relationships

Social interaction does not just happen, but there are certain conditions for social interaction to take place. These conditions are the existence of social contact and communication. The basic concept of the model of human relations is based on interaction, including: there must be direct contact, establish good communication, have a process of social interaction (bonding or fighting), symbolize a strong order, be socially inspiring and eternal. Norms are general rules that apply to members of society in interacting (High et al., 2022)

1. Social Contacts

Social contact is a social relationship between one individual and another individual that is direct, such as by touch, conversation or face to face. However, in the modern era like today, social contact can occur indirectly. For example, people can communicate with each other via telephone, telegraph, radio, letters, and so on. These technological devices do not require a physical connection to create social interaction, so it can be said that physical connection does not need to be the main condition for social contact to occur. Soerjono Soekanto, divides social contact into two forms, namely: (a) Primary social contacts; social contact that occurs directly. For example: meeting each other face to face, greeting each other, shaking hands, hugging each other, smiling at each other, and so on (b) Secondary social contacts; social contact that occurs indirectly. For example: Dika asks Dio to persuade Fahmi to come to Andi's house; or Inda told Susi that Dani was very impressed by Susi's achievements in the dancing competition. When viewed from the perpetrators, social contact can be divided into three, namely: (1) Social contact between individuals and individuals Example: a child who learns the habits of his family. He makes contact with family members such as father, mother, older siblings, and so on. This learning process is usually called socialization (2) Social contact between individuals and groups. Example: a village head makes contact with its members at a meeting. Or vice versa, the subdistrict office makes contact with every member of the community when arranging for KTP (Resident Identification Card) (3) Social contact between groups and groups Examples: inter-school student council meetings, inter-school football matches, and others.

2. Communication

Communication is the process of conveying something or a message from someone to another person, which is done directly or through tools so that other people provide certain responses or actions. The person who gives the message is called the communicator, the content of the communication or news conveyed is called the message, while the person who receives the message is called the communicant. Communication allows cooperation between individuals and between human groups, or it can result in misunderstandings because each party does not want to budge. Communication can be divided into two parts, namely: (1) Unidirectional communication (one way communication); namely communication where the communicant is only the object receiving the message, cannot be the communicator. The relationship is only one way, there is no reciprocity. For example, communication via radio, television, or via printed mass media (newspapers, magazines, etc.) (2) Two-way communication (two way communication); namely communication that occurs reciprocally between the communicator and the communicant. At certain times the communicator becomes the communicant, and at other times the communicant becomes the communicator. So there is a reciprocal relationship between the two. For example, the process of teaching and learning interaction in class between teachers and students, where there are times when students ask questions and the teacher explains, or vice versa. Based on the two categories of communication above, two-way communication is included in the criteria for social interaction. This is in accordance with the boundaries of social interaction which state that social interaction is a process of reciprocal relationships between individuals and individuals, between individuals and groups and between groups and groups to achieve a goal. However, there are times when one-way communication can be a bridge to create social interaction.

Human Relations Indicators

The human relations indicators according to Uchjana. 2009:66 namely: (1) There is communication (2) There is direction (3) There is openness (4) There is an attitude of mutual respect (5) There is loyalty (Bloom & Reenen, 2013)

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Associative social processes

Associative social processes are social processes that refer to the similarity, harmony and balance of views or actions of individuals or groups of people in carrying out social interactions. Associative social processes lead to social integration. Associative social processes can take the form of cooperation, accommodation, assimilation, and acculturation

Dissociative social processes

Dissociative processes are social processes that give rise to forms of opposition or conflict. This dissociative social process can occur in the form of competition, contradiction, conflict or conflict.(Umanailo, nd).

Barriers in Human Relations

Barriers in human relations generally have two characteristics: objective and subjective. Obstacles that are objective are interruptions and obstacles in the process of relationships between people, which are unintentional and created by other parties but can be caused by bad circumstances that arise. Subjective barriers are obstacles deliberately created by others to hinder or oppose communication efforts(Saputro & Fathoni, 2017). The root causes of this disturbance and conflict are often caused by conflicts of interest, prejudice, greed, jealousy, indifference, etc.

Conclusion

Human relations are all relationships, both formal and informal, that must be created and maintained in an organization in such a way as to create a friendly and harmonious work environment to achieve predetermined goals. There are several factors that influence relationships between humans, namely mutual respect, empathy, openness, trust and warmth. Techniques for building relationships between people and each other can be done by developing constructive aspects, communication, etc. And there are also several obstacles in human relations, namely objective obstacles and subjective obstacles.

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