

ABSTRACT

Human resources have an important role in managing organizational activities to achieve its goals. The importance of the role of human resources in achieving organizational goals requires companies to pay attention to several aspects, one of which is the employee's job satisfaction., the company must pay attention to several aspects, one of them is the employee's job satisfaction. Job satisfaction can be created if the company meets the rights of employees, the problem sometimes companies have the right to meet the rights of employees in accordance with the rules, on the other employees assume there are still things that should be met by companies so that the difference between employee desire and company, then this is needed by other parties as mediator. The mediating side of the relationship between the company and the employee is called a Union Employees.

This study aims to determine the role of union employees in improving employee work satisfaction in PT INTI (Persero) Bandung. Data analysis technique used is simple linear regression analysis. Respondents in this study were 86 employees of PT INTI (Persero) Bandung. The method used in this study is quantitative with a type of descriptive study. The sampling method using sampling techniques Non Probability Sampling.

The results showed that the responses of respondents to union employees variables are in the category of "Good" with a percentage of 74.35%. And responses of respondents to job satisfaction variables of 68.96% are in the category of "Good". The conclusion of this research is Union Employees has influence positively and significantly in improving Job Satisfaction of Employees at PT INTI (Persero) Bandung 13.2%.

Keywords : *Human Resources Management, Union Employees, Job Satisfaction*