

## **ABSTRACT**

*Job Relocation is one of the company ways to improve quality and distribute their human resources equally to achieve their goals. This study aims to investigate the employee's perceptions of job relocation in organization Alpha, a government organization who engaged in economy.*

*The approach used in this research is qualitative method approach. The data obtained from interviews and observations conducted with 5 (five) informants, which are 1 (one) Manager, 3 (three) Assistant Managers, and 1 (one) Staff. The conclusions of this study are: (1) In general, the implementation of work Job Relocations is in accordance with company policies with various considerations, although in reality the timing of the Job Relocations cannot be predicted depending on the HR needs of Alpha's organization at that time. (2) The transfer decision issued one-sided and does not involve individual considerations of the transferred employee. (3) Informants have different periods of time in adapting to their new culture and work environment, this is influenced by the nature of the informants, support from colleagues and family, and working conditions. (4) The methods used by the five informants in adapting to their new work environment were through professionalism and avoiding politics within Alpha organizations. Informants can also resolve conflicts that arise in person or use intermediary mediators. (5) The five informants found advantages in the form of material and non-material, namely; lower cost of living was felt by informants who returned to their hometowns, expensive allowances, and the opportunities they encountered in developing themselves both personally and in their careers. On the other hand, the losses felt by the informants were, higher living costs for informants who did not return to their hometowns and increased workload.*

**Keywords:** *Human Resources, Movements, Perceptions, Adaptation, Professionalism, job stress.*