

ABSTRACT

Organizational communication climate is the perception of how far members of an organization feel that the organization can support, be open, trusted, pay attention, be active in asking each member for their opinion, and reward good performance standards. The purpose of this research is to find out what the organizational communication climate is for generation Y and Z employees at PT Telkom HCBP unit. The method used is a qualitative method with a descriptive type and uses a constructivist paradigm. Data collection techniques use observation, interviews and documentation techniques. The data analysis techniques used in this research are data collection, data reduction, data presentation, and drawing conclusions. The conclusion of this research is that the organizational communication climate for generation Y and Z employees at PT Telkom HCBP unit has been created very well. The value of support, the value of participation in decision making, the value of trust, confidence and reliability, the value of openness and directness, and the value of achieving high performance shown between generation Y and Z employees have been shown to be very good.

Keywords: *communication climate; generation y; generation z; organizational communication; public relations.*