

ABSTRACT

Changes that occur outside or inside the company can be a boon or a hindrance to the company's business wheel. The changes would be an advantage if the human resources in the company is ready for the change. Changes that may occur in the company is a fundamental change of the organizational structure and business scope of the company. This can be an obstacle to a culture that has long existed in the company, if the changes do not link and match with the culture. As for the changes that can occur outside companies such as advanced electronic technology changes. This can be a barrier as well as its human resources are not able to use the new technology. Hence the importance of this in preparing human resources able to adapt quickly to the changes that occur both from within the company and outside the company.

This study aims to determine the effect of organizational culture and training on employee performance in PT Bangtelindo branch Bandung. Variables used in this research is the organizational culture (X1) and training (X2) and performance (Y). The sample used in this study is saturated sample totaling 45 employees who attend training TCOA in 2014.

The analysis method used in this research is multiple linear regression analysis with a significance level of 5%. Results of the study identified that organizational culture and training simultaneously affect significantly by 53.08% on employee performance. Partially only organizational culture variables significantly influence the performance that is equal to 32.55% while the training variable does not affect the performance.

Keywords: change, organizational culture, training, performance.