

ABSTRACT

The aim of this study is to determine the effect of training (X1) and organizational culture (X2), on Employee Performance (Y) of PT. National Electricity Maintenance Center of Bandung Branch IV Maintenance Workshop Unit on Jalan Raya Dayeuhkolot KM.9, CItereup, Dayeuhkolot, Bandung-West Java.

In this study using sample employees of PT. PLN PUSHARLIS UWP IV and based om a quantitative research approach. It should be 37 employees, unfortunately at the end of 2019 there are 5 employees who resigned and 2 employees who were attending training until next year. Therefore the respondents in this study amounted to 30 employees who also became a population (total sampling). Data collection using questionnaire and interview techniques. Using SPSS tools for Windows 1.0.0.6 series. The analytical tool used is multiple regression analysis

Based of the result, training variable (X1) partially had a positive and significant effect on employee performance. This is evidenced by the results of the t value of 2.470 with a significance value of 0.021 <0.05. Organizational culture variables (X2) have a negative and not significant effect on employee performance. This is proved by the results of the statistic t value of 1.008 with a significance value of 0.309 > 0.05. it also known that of the F test is 4.528 and a significant value of 0.020 means that training (X1) and organizational culture (X2) simultaneously have a positive effect on employee performance (Y). The Coefficient of Determination (R²) was obtained at 0.251 which means that 25.1% of the training variables (X1) and organizational culture (X2) influenced employee performance (Y) while the remaining 74.9% were influenced by variables outside this study.

Keywords: Training, Organizational Culture, Employee Performance