

ABSTRACT

This research was conducted at PT Dirgantara Indonesia (Persero), also known as PTDI. The background of the research is to looking for the phenomenon of organizational development process and the performance of PT Dirgantara Indonesia's employees Then the purpose of this research is to determine the effect of organizational development on the performance of the employees of PT Dirgantara Indonesia (Persero).

In this research, using quantitative methods with analytical techniques used namely descriptive analysis, simple linear regression analysis, partial hypothesis testing (T test), and the coefficient of determination (R^2) and sampling using a sampling technique method, namely Probability Sampling with the kind of probability sampling name sampling incidental. The number of respondents in this study was 100 respondents.

The results of this study indicate that Organizational Development is in the good category that is equal to 80.2% and Employee Performance is in the good category that is equal to 80.5%. Based on the results of hypothesis testing there is a significant and positive effect on Organizational Development on the performance of employees at PT Dirgantara Indonesia, with a coefficient of determination of 38.4%. So that the higher the Organization Development, the more Employee Performance at PT Dirgantara Indonesia.

Keywords: Organization, Organizational Development, Employee Performance