

ABSTRACT

As we know, human resources are an important element that can influence the quality of performance in an organization. In this era of globalization, the development of human resources is needed to be able to keep up with environmental changes. To achieve goals, an organization is very dependent on the performance of each individual in it. Performance achievement can also be influenced by several factors, which in this study are organizational culture and training. The purpose of this study is to know the organizational culture and training that exist at PT Pupuk Indonesia Logistik, the influence of organizational culture on employee performance, the effect of training on employee performance and the influence of organizational culture and training together on employee performance.

This research uses quantitative methods with data in the form of numbers and through statistical analysis. This type of research is descriptive causality. For research analysis using multiple linear regression analysis. Sampling of respondents with saturated sampling technique in which the entire population is sampled namely 60 employees of PT Pupuk Indonesia Logistik.

Based on the research results obtained organizational culture is in the very good category and training is in the good category. Furthermore, the partial hypothesis test results show that organizational culture has an effect on employee performance as well as training on employee performance. Hypothesis test results simultaneously obtain results if the organizational culture and training together affect the performance of employees. The significance value in the annova table shows that organizational culture and training have a significant influence on employee performance. For the results of the coefficient of determination shows the organizational culture and training have an effect on employee performance by 68.8%, the remaining 31.2% is influenced by other variables.

Keywords: Organizational Culture, Employee Performance and Training.