

## **ABSTRACT**

The success of the company depends on the human resources in the company. To increase work productivity for employees and companies in achieving a predetermined goal, companies must pay attention to indicators that affect work productivity. The purpose of this study was to determine how the effect of training and competence on work productivity of employees of the Human Resources division of PT Pos Indonesia Bandung.

The method used in this study is quantitative with descriptive and causal research types and sampling using saturated sampling. The sample used in this study amounted to 49 employees of the Human Resources Division of PT Pos Indonesia Bandung. The data collection techniques used were interviews, questionnaires, literature studies and data analysis techniques used were descriptive analysis and multiple linear regression analysis processed using SPSS ver.22 software.

The results showed that the variables of training and competence had a positive and significant influence on work productivity of employees of the Human Resources Division, both partially and simultaneously. Based on the results of descriptive analysis, the training of employees of the Human Resources Division of PT Pos Indonesia Bandung as a whole is in the very good category. the competence of the employees of the Human Resources division of PT Pos Indonesia Bandung as a whole is in the very good category, and the work productivity of the employees of the Human Resources division of PT Pos Indonesia Bandung as a whole is in the very good category.

Keywords: Training, Competence, Work Productivity.