

ABSTRACT

Human resources in an organization are considered valuable assets that have a significant impact on the company's success and its position in market competition. Organizational effectiveness is determined by the quality and quantity of output produced, employee training, and the organization's or organizational culture's ability to adapt to changes. Organizational culture can set the direction of the organization, regulate behavioral norms, allocate organizational resources, and serve as a tool to address challenges and opportunities arising from the organizational environment. Additionally, employee training can enhance abilities, develop skills, and increase the knowledge of human resources within a certain period with the aim of improving performance.

The research problems include how organizational culture, employee training, and employee performance are perceived at PT Len Industri (Persero), as well as how organizational culture and employee training influence employee performance at PT Len Industri (Persero). The purpose of this study is to provide an overview of the organizational culture, training, and employee performance at PT Len, and to determine whether organizational culture and employee training have a partial and simultaneous impact on the performance of PT Len Industri (Persero) employees.

The method used in this research is a quantitative method. Data collection techniques involved distributing questionnaires to 110 employees. Sampling was conducted using a non-probability sampling method with saturated sampling. Data analysis techniques in this study include descriptive analysis and path analysis supported by IBM SPSS version 27 software.

The results of the study indicate that there is a significant simultaneous and partial impact of each variable, such as organizational culture and employee training, on employee performance. The influence of training on the performance of PT Len employees is 68.6%, while organizational culture has a significant impact on performance at 21.7%.

Simultaneously, the influence of organizational culture and employee training on employee performance is 78.9%. The researcher suggests that the company should pay special attention to aspects that support organizational culture and employee training to enhance employee performance within the company. Further researchers are advised to use other dimensions and indicators to measure employee performance levels.

Keywords: Organizational Culture, Employee Training, Employee Performance