

# **THE INFLUENCE OF TRAINING, ORGANIZATION CULTURE AND WORK MOTIVATION AGAINST PERFORMANCE OF EMPLOYEE AT PT PERTAMINA TRAINING & CONSULTING**

## **ABSTRACT**

PT Pertamina Training & Consulting (PTC) is one subsidiary of PT Pertamina. This research aims to get information about effect of the training, organization culture, work motivation against performance of employee at PT Pertamina Training & Consulting (PTC).

Research methodology used survey. Data collection was done on 100 respondents. Respondents were selected in saturated sample. Data scattered with questionnaires and analyzed by correlation analysis.

The result of analysis showed that factor most dominant of the three variables are training variable with and coefficient regression of 0,387 and significance value  $0,000 < 0,05$ . Next, the second factor that influence the performance of employees is the culture organization variable with the regression coefficient of 0,213 and the third is the work motivation variable with the regression coefficient of 0,182.

There is positive influence between Training variable (X1) against performance of employee (Y) with result of test t,  $t_{hitung} > t_{tabel}$  ( $3,089 > 1,960$ ). There is positive influence between Organization Culture variable (X2) against performance of employee (Y) with result of test t,  $t_{hitung} > t_{tabel}$  ( $2,481 > 1,960$ ). There is positive influence between Work Motivation variable (X3) against performance of employee (Y) with result of test t,  $t_{hitung} > t_{tabel}$  ( $2,056 > 1,960$ ). There is positive influence simultaneity (together) from Training variable (X1), Organization Culture (X2), and Work Motivation (X3) against performance of employee (Y). According the result of test F obtained value  $F_{hitung} > F_{tabel}$  ( $4,085 > 2,72$ ). PT Pertamina Training & Consulting has been successful in providing good training, good organization culture and work motivation to improve performance of employee.

**Keywords : Training, Organization Culture, Work Motivation and Performance of Employee.**