

ABSTRACT

Human resources (HR) is a very important role in an organization or company. Good human resource management can help an organization or company achieve its goals. This research was conducted at PT IPC Terminal Petikemas.

The purpose of this study was to determine the application of organizational culture, employee engagement, and productivity at PT IPC Terminal Container. And to determine the effect of organizational culture, employee engagement, and productivity on employee performance at PT IPC Terminal Petikemas.

The method used in this research is quantitative method. This research is a descriptive and causal research. The population in this study were employees at PT IPC Pertikemas Terminal. Data analysis in this study used descriptive statistical analysis, normality test, multicollinearity test, heterokedasticity test, multiple regression analysis, coefficient of determination, hypothesis test T test and F test.

The findings in this study, concluded that organizational culture does not have a significant partial effect on employee performance. But employee engagement partially significant effect on employee performance by 48.9%. And productivity has a partially significant effect on employee performance by 48.9%. In addition, it can be concluded that organizational culture, employee engagement, and productivity simultaneously have a significant effect on employee performance.

Keywords: Organizational Culture, Employee Management, Productivity, Employee Performance