

ABSTRACT

Managing employee performance at the Telkom Pension Fund is focused on efforts to increase employee productivity and contribution towards achieving company targets. This is in line with the company's strategy that to achieve company goals must be supported by high employee performance. This research is motivated by the empirical fact that the performance of Telkom's Pension Fund employees is not in line with the company's target because there are still employees who get P3 performance scores from 2017 to 2019, where the company targets the performance value of its employees at a minimum in the P2 category. This research aims to determine and analyze the relationship of training and organizational culture on employee performance at Telkom Bandung Pension Fund Office.

The research method used is a quantitative method dan descriptive analysis method. Sampling uses saturated sampling method with the number of respondents 50 employees of the Telkom Pension Fund. The technique used is multiple linear regression analysis using SPSS ver 24.

The results of this study indicate that training partially affects the performance of employees by 17.4%. Organizational culture partially influences employee performance by 19.3%. Simultaneous results show that training and organizational culture together have a positive and significant effect on employee performance in the Telkom Bandung Pension Fund office of 36.7% and the remaining 64.3% is influenced by other variables.

Keywords: Training, Organizational Culture, Employee Performance