

ABSTRACT

Companies can achieve their goals by having quality and productive human resources. Productivity is influenced by several factors including organizational culture and training.

This study aims to determine and analyze the influence of organizational culture and training on employee productivity at the Office of Investment and One-Stop Services (DPMPTSP) of West Java Province.

The research method used is a quantitative method with descriptive and causal analysis methods using multiple linear regression. The sample technique used was a purposive sampling method using a saturated sample technique with a total of 103 respondents consisting of PMPTSP Prov. West Java, which was then used as a respondent for data collection techniques by distributing questionnaires. The data analysis technique in this study used the IBM SPSS version 24 software application.

The results of this study indicate that there is a significant positive influence between organizational culture, training, and employee productivity partially or simultaneously. This study found that 86.5% was the influence of organizational culture and training on employee productivity.

Suggestions that can be submitted refer to the results of this study for the PMPTSP Prov. West Java regarding organizational culture is to increase employee involvement by disseminating organizational cultural values and maximizing two-way communication. Then, it is suggested for companies to be able to design a curriculum according to their needs, as well as maximize the time or duration of employees' work to be more productive.

Key words: Organizational Culture, Training, Productivity, Human Resources