

ABSTRACT

This study aims to analyze the influence of human resource development, organizational climate, and work culture on the performance of government organization (case study at the Ministry of Industry). Human resource development is measured by career development, non-formal education, and commitment. The climate of organization is measured by structure, responsibility and support. Organizational culture is measured by innovation and risk management, attention to details, result orientation, people orientation, team orientation, aggressiveness, and stability. While the performance of the organization is measured from internal employees, internal organization, and external organization. This study uses multiple regression model to determine causal relationship between some independent variables and dependent variable. Regression analysis itself is a statistical techniques useful to examine the effect of human resource development, organizational culture, and organizational climate on the performance of government organization in the Ministry of Industry. For data collection, this study uses survey method by distributing questionnaires to respondents (sample) to generate primary data. The result showed that the development of human resources, organizational climate and organizational culture have a positive impact on organizational performance at the Ministry of Industry, both partially and simultaneously. In this case, the more improved human resource development, organizational climate, and organizational culture, the higher the organization performance.

Keywords: human resource development, organization climate, organization culture, organization performance of the Ministry of Industry.

