

ABSTRACT

This research is to analyze the influences of employee training and organizational culture on employee satisfaction and their effects on employee performance. The objects of this research are the employees of PT Pelabuhan Indonesia I (Persero). The 84 respondents filled the questionnaire were taken from the total population of 504 employees using Slovin's formula. The sampling technique used is a proportional stratified random sampling. Data were analyzed by using path analysis and multiple linear regression with the help of SPSS version 24 for Windows. The results of this research show that employee training and organizational culture directly have positive and significant influences on employee performance; meanwhile, both employee training and organizational culture indirectly have positive and significant influences on employee satisfaction. Finally, employee satisfaction has a positive and significant impact on employee performance of PT Pelabuhan Indonesia I (Persero).

Keywords: employee training, organizational culture, employee satisfaction, and employee performance



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