

**PENGARUH BUDAYA ORGANISASI DAN PELATIHAN KERJA DENGAN
SISTEM PENDIDIKAN TERHADAP PRODUKTIVITAS KINERJA
KARYAWAN PADA PT. PLN (Persero) UNIT INDUK PEMBANGUNAN
SUMATERA UTARA**

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ABSTRAK

Objek penelitian mengambil PT. PLN (Persero) Unit Induk Pembangunan Sumatera Utara, alasan pemilihan obyek disebabkan karena adanya penurunan kinerja karyawan yang bekerja di perusahaan tersebut. Kinerja kerja adalah hasil kerja karyawan yang disertai pertanggungjawaban dalam menyelesaikan pekerjaan yang dibebankan perusahaan. Penurunan kinerja karyawan terjadi dikarenakan kurangnya hubungan kerjasama antar karyawan, kurangnya kompetensi karyawan dalam pekerjaan dan latar belakang pendidikan yang kurang selaras dengan pekerjaan yang dikerjakan sekarang. Metode penelitiannya berupa pendekatan kuantitatif, jenis penelitian adalah deskriptif kuantitatif. Pengumpulan datanya memanfaatkan wawancara, penyebaran kuesioner serta studi dokumentasi. Metode analisisnya berupa regresi linier berganda, koefisien determinasi pengujian secara simultan (uji-F), serta uji t (secara parsial). Populasi serta sampelnya adalah seluruh karyawan sejumlah 68. Hasilnya yakni bahwa budaya organisasi, pelatihan kerja dan sistem pendidikan secara serempak serta parsial memberi pengaruh signifikan pada peningkatan produktivitas kinerja karyawan dengan nilai koefisien determinasi senilai 0.307 yang bermakna budaya organisasi, pelatihan kerja dan sistem pendidikan memberi pengaruh pada produktivitas kinerja karyawan dengan tingkat presentase 30,7% serta sisanya 69,3% adalah faktor selain yang tidak diteliti seperti motivasi, usia, jenis kelamin serta award dan punishment. Berdasarkan keseluruhan hasil penelitian, oleh karenanya didapat kesimpulan bahwa Budaya Organisasi, pelatihan kerja dan sistem pendidikan memberi pengaruh pada produktivitas kinerja karyawan pada PT. PLN (Persero) Unit Induk Pembangunan Sumatera Utara.

Kata kunci : Budaya Organisasi, Pelatihan Kerja, Sistem Pendidikan dan Produktivitas Kinerja Karyawan

**THE INFLUENCE OF ORGANIZATIONAL CULTURE AND TRAINING WITH
EDUCATION SYSTEMS ON EMPLOYEE PERFORMANCE PRODUCTIVITY
IN. PLN (Persero) NORTH SUMATRA DEVELOPMENT UNIT**

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ABSTRACT

Researchers took the object at PT. PLN (Persero) North Sumatra Development Main Unit, the reason for selecting objects was due to a decrease in the performance of employees working at the company. Work performance is the result of work owned by employees accompanied by responsibility in completing work that is charged by the company. The decline in employee performance occurs due to the lack of cooperative relations between employees, the lack of employee competence in work and educational backgrounds that are less compatible with the work being done at this time. The research method used by researchers is a quantitative approach, the type of research is quantitative descriptive. The method of data collection is done by interviews, questionnaires and also study documentation. The analytical method used is multiple linear regression, the coefficient of determination of simultaneous testing (F-test), and partial testing (t- test). The population used was all employees by 68 people and the number of samples used were all employees by 68 people. The results of the hypothesis show that organizational culture, job training and the education system simultaneously and partially have a significant effect on increasing employee performance productivity with a coefficient of determination of 0.307 which indicates that organizational culture, work training and education systems influence employee productivity performance with a level of percentage 30.7% while the remaining 69.3% are other factors not examined such as motivation, age, gender and award and punishment. Based on the overall results of the study, it can be concluded that Organizational Culture, job training and education systems affect the productivity of employee performance at PT. PLN (Persero) North Sumatra Development Main Unit.

Keywords: Organizational Culture, Job Training, Education System and Employee Performance Productiv