

***THE INFLUENCE OF ORGANIZATIONAL CULTURE, WORK TRAINING, AND  
COMMITMENT ON EMPLOYEE PERFORMANCE  
(CASE STUDY PT MARKAINDO SELARAS SENTUL)***

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***Abstract***

*This research involving 36 employees was conducted to find out whether organizational culture, training, and commitment to employee performance affect employee performance. PT Markaindo Selaras became the research subject. The information used in this study was obtained from a survey distributed via the Google form. SmartPLS 3.0 software is used to perform partial tests (T test) and simultaneous tests (F test). (1) There is a positive and significant influence of organizational culture on the performance of employees of PT Markaindo Selaras according to the research results. (2) At PT Markaindo Selaras, training has a positive and significant impact on employee performance. (3) Commitment has a positive and significant effect on the performance of employees of PT Markaindo Selaras. (4) At PT Markaindo Selaras, organizational culture, training, and commitment to employee performance impact simultaneously.*

***Keywords : Human Resources, Employee Performance, Organizational Culture, Training, and Commitment***

**PENGARUH BUDAYA ORGANISASI, PELATIHAN KERJA, DAN  
KOMITMEN TERHADAP KINERJA KARYAWAN  
(STUDI KASUS PT MARKAINDO SELARAS SENTUL)”**

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**Abstrak**

Penelitian yang melibatkan 36 karyawan ini dilakukan untuk mengetahui apakah budaya organisasi, pelatihan, dan komitmen terhadap kinerja karyawan berpengaruh terhadap kinerja karyawan. PT Markaindo Selaras menjadi subjek penelitian. Informasi yang digunakan dalam penelitian ini diperoleh dari survei yang disebar melalui *Google form*. Perangkat lunak SmartPLS 3.0 digunakan untuk melakukan uji parsial (uji T) dan uji simultan (uji F). (1) Terdapat pengaruh budaya organisasi yang positif dan signifikan terhadap kinerja karyawan PT Markaindo Selaras menurut hasil penelitian. (2) Di PT Markaindo Selaras, pelatihan memiliki dampak yang positif dan signifikan terhadap kinerja karyawan. (3) Komitmen berpengaruh positif dan signifikan terhadap kinerja karyawan PT Markaindo Selaras. (4) Di PT Markaindo Selaras, budaya organisasi, pelatihan, dan komitmen terhadap kinerja karyawan berdampak secara simultan.

**Kata Kunci** : Sumber Daya Manusia, Kinerja Karyawan, Budaya Organisasi, Pelatihan, dan Komitmen