ABSTRACT

Imam Baharizqi Analysis Empowerment of Human Resources and Cultural Organization Against Influence Employees' Productivity Levels At PT. Kereta Api Indonesia (Persero) Bandung.
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The existence of an agency in any form, whether in large or small scale can not be separated from the element of human resources. Human resources with high labor productivity allows for the achievement of goals set by the organization / agency. Many factors can affect work productivity, including the Pemberdayaa Human Resources and Organizational Culture. The aim of this study was to analyze the Empowerment of Human Resources and Cultural Organization on the productivity of labor.

The method used in this research is descriptive method with quantitative approach and verifikatif. The unit of analysis in this study is the Empowerment of Human Resources, Organizational Culture and employees' productivity levels in the PT. Kereta Api Indonesia (Persero) Bandung. Data collection method used was stratified random sample of 90 respondents. To determine the Empowerment of Human Resources and Cultural Organization in improving work productivity of employees, statistical test used was the calculation of correlation, regression analysis, correlation, coefficient of determination, hypothesis testing, and also use the help of an application program SPSS 17.0 for windows.

The results showed Empowerment of Human Resources and Orgasnisasi culture is fine, so did the level of employee productivity is good, and can be seen in the regression equation Y = 8718 + 0.8441 X1 + 0.4237 X2, the magnitude of the effect of empowerment of Human Resources and Cultural organizations in Employee productivity increased by 46.4%, and the remaining 53.6% is explained by other variables outside produktivitasi level variables, such as work discipline, absenteeism, job placement, and corporate strategy, while the impact effect of each variable is, the empowerment of resource human impacts on labor productivity by 39% and Cultural Organization on the productivity of employees sebersar 7.28%

Keywords: Empowerment of Human Resources, Organizational Culture, Employee Productivity.