

## **Factors Affecting Employee Performance: A Case Study in Marketing and Trading Directorate, Pertamina Ltd.**

**Authors :** Saptiadi Nugroho, A. Nur Muhamad Afif

**Abstract :** Understanding factors that influence employee performance is very important. By finding the significant factors, organization could intervene to improve the employee performance that simultaneously will affect organization itself. In this research, four aspects consist of PCCD training, education level, corrective action, and work location were tested to identify their influence on employee performance. By using correlation analysis and T-Test, it was found that employee performance significantly influenced by PCCD training, work location, and corrective action. Meanwhile the education level did not influence employee performance.

**Keywords :** employee development, employee performance, performance management system, organization

**Conference Title :** ICHRDM 2014 : International Conference on Human Resources Development and Management

**Conference Location :** Zurich, Switzerland

**Conference Dates :** July 30-31, 2014