

## Abstract

Productivity is an important matter in activity, while training and instruction separated from productivity.

The analysis method that utilize on this research are regression with F- test in order to discover the impact of training and instruction against employee's productivity at PT (Persero) Pelabuhan Indonesia III Divisi Terminal Tanjung Perak. T-test utilizes to discover partial impact from each independent variable against employee's productivity at PT (Persero) Pelabuhan Indonesia III Divisi Terminal Tanjung Perak. The total questionnaire are 100 questionnaires, with the total population are 169. Samples are picking up by simple random sampling technique.

From the analysis it's shown that there is an impact of training and instruction against employee's productivity by 69.90. The same result also happens in partial test. There is an impact of independent variable against employee's productivity which instruction variable is took 63,12% and training variable took 55.39%. The dominant variable is instruction variable.

The keyword are training and instruction process a vital role on productivity. If we try to increase the productivity, increasing on training and instruction should follow it too.