

## **ABSTRACT**

*This study aims to view and analyze the relationship between Learning Culture which consists of learning opportunities, inquiry and dialogue, encouraging collaboration and team learning, creating systems for capturing and sharing learning, pushing employees towards a collective vision, connecting organizations with the environment, providing strategic leadership for learning, the main results of financial performance and performance on Employee Performance at the Helicopter Completion Center (HCC) Division of PT Dirgantara Indonesia*

*This research uses quantitative methods and descriptive analysis of causality. Sampling using saturated sampling method with the number of respondents 65 employees of the Helicopter Completion Center Division of PT Dirgantara Indonesia. The technique used is a simple linear regression analysis using SPSS version 24.*

*The conclusion of this study as a whole the description of the application of Learning Culture in the HCC division of PT Dirgantara Indonesia is in the Fairly Good category. It can be seen from the results of this study that Learning Culture which consists of the dimensions of creating sustainable learning opportunities, promoting inquiry and dialogue, encouraging collaboration and team learning, creating systems for capturing and sharing learning, encouraging employees towards a collective vision, connecting organizations with the environment, providing Strategic leadership for learning, the main results of financial performance and knowledge performance together have a positive and significant effect on the employee performance of the Helicopter Completion Center Division of PT Dirgantara Indonesia by 35% while the remaining 65% is influenced by other variables not examined in this study.*

**Keywords: Human Resources, Learning Culture, Employee Performance**