

ABSTRACT

The purpose of this study is to determine the influence of job training and organizational culture on employee performance at PT United Tractors Tbk, Banjarmasin branch, as well as the impact of these factors on employee performance.

This research is descriptive in nature and uses a quantitative methodology. A total of 40 staff participated in the saturated sampling technique. Data were analyzed using multiple linear regression analysis and descriptive analysis.

The analysis results indicate that employee performance, organizational culture, and job training are all very good. The results of the partial hypothesis testing show that although organizational culture has a significant impact on employee performance, job training does not have a clear influence on personnel. Organizational culture and job training have a combined impact of 46.5%, while other factors contribute the remaining 53.5%.

Keywords: *Job Training, Organizational Culture, Employee Performance.*