

## **ABSTRACT**

*This research is motivated by the importance of examining various factors affecting employee performance in the water supply industry. This study aims to determine the effect of Individual Learning and Personal Innovation on employee performance at PT Air Minum Giri Menang (Perseroda) in Mataram City. This research uses quantitative methods with associative research types. The data analysis techniques used in this study include descriptive statistics and parametric inferential statistics. Data collection was carried out through a survey using a questionnaire distributed to 119 permanent employees who had a minimum educational background of Diploma 1 with a non-probability sampling method.*

*The results showed that individual learning has a positive and significant effect on employee performance. Similarly, personal innovation has a positive and significant effect on employee performance. Furthermore, the simultaneous analysis indicates that Individual Learning and Personal Innovation collectively contribute to enhancing employee performance. These results underscore the importance of fostering Individual learning and encouraging Personal Innovation as strategic approaches to improving employee productivity and overall performance effectiveness.*

**Keywords:** *Individual Learning, Personal Innovation, Employee Performance*