

## ***ABSTRACT***

*Companies that produce products or services with profits for the owner of the company. The problem and purpose of this research is to find out and analyze the results of the low performance of employees in the production section of the company PT. Victoria Care Indonesia.*

*The population in this study uses census techniques, namely all production employees of PT. Victoria Care Indonesia with a total of 120 people. Characteristic analysis of multiple linear regression analysis using SPSS.*

*The results of the analysis show that in this study organizational culture has a positive influence on employee performance. Employee motivation that is formed has a positive influence on employee performance. Organizational culture has no influence on employee performance. Work motivation has a positive influence on employee performance and job satisfaction does not have an influence on employee performance.*

*Keywords: organizational culture, work motivation, job satisfaction, employee performance*