

## ***ABSTRACT***

*This study aims to understand and determine the improvement in employee performance at PT Garam Mulia after the modernization of production equipment. The researcher conducted it with 3 informants. The researcher used a qualitative method with a case study approach that can describe the improvement in employee performance after the modernization of production equipment in detail. The data collection method was by means of semi-structured interviews where the interview process was in accordance with the interview guidelines. In exploring the research questions, several main themes were taken, including: The results of this study regarding the improvement in employee performance due to the modernization of production equipment produced several effective impacts including more effective and efficient production time, the ability of the machine to produce various packaging motifs, can reduce dependence on manual labor, and can increase production speed by 50-70% which is able to meet market demand. When viewed from several dimensions of work quantity, employees can increase work quantity by 30%, the dimension of employee work quality can increase work enthusiasm and product quality, the dimension of work effectiveness, modernization of production equipment has been proven to increase employee productivity. the dimension of work punctuality, modernization of production equipment also contributes to work punctuality*

***Keywords: employee performance, modernization of production equipment, work quantity, work quality, work effectiveness, and work punctuality.***