**ABSTRACT**

This study aims to determine the motivation, competence, job satisfaction and employee performance, and to determine how much affect motivation and competence on Job Satisfaction, and implications on Employee Performance either simultaneously or partially in Social Department of West Java Province. The sample in this study amounted to 80 employees coming from all permanent employees in the medium positions the work unit in Social Department of West Java Province, of the total population is 139 employees. The method used is path analysis, coefficient of determination analysis either simultaneously or partially, and hypothesis testing with the F test and t test.

The results showed that the motivation of employees in Social Agency of West Java province, including enough categories, the general competence of respondents were in enough categories, job satisfaction in general respondents stated in the enough and performance of employees are in enough. Motivation and Competence simultaneously or partially have a significant affect on job satisfaction. Simultaneously the effect is 60.2% and the remaining 39.8% is affected by other variables. Job Satisfaction simultaneously or partially have a significant affect on employee performance. Simultaneously the effect is 62.1% and the remaining 37.9% is affected by other variables. Thereby employee satisfaction in this model was appropriate because it can serve as an intervening variable that bridging or as an intermediary between motivation and competence on employee performance, it can be seen that with the existence of intervening variables to contribute or greater influence than directly from dependent variable to independent variable.

Keywords : Motivation, Compensation, Job Satisfaction and Employee Performance