

## **ABSTRACT**

*This study aims to determine the effect of competence and work motivation on employee performance in the Agency for Human Resource Development (BPSDM) West Java Province.*

*This study is a quantitative research in which a sample of 55 employees. The data used are the primary data obtained through the distribution of questionnaires. The analysis model used is multiple regression analysis. Testing the quality of data used is the test of validity and reliability test.*

*The results showed that the variables of competence and work motivation significantly influence the performance of employees. As from the results of the calculation of the test F known value of Fcount of 51.589 with p-value (sig) 0.000. With  $\alpha = 0.05$  and the degrees of freedom  $v1 = 52$  ( $n - (k + 1)$ ) and  $v2 = 2$ , then in  $F_{table} = 3,175$ . Due to the value  $F_{count} > F_{table}$  ( $51,589 > 3,175$ ) then  $H_0$  rejected the competence and work motivation together have a significant effect on employee performance.*

**Keywords : Competence, Work Motivation, and Employee Performance.**