

ABSTRACT

This research was conducted at PT Telkom (West Jabar Witel) Bandung. This study consisted of 3 (three) variables, namely Competency (X1) and Motivation (X2) as independent variables and Employee Performance variable (Y) as supported variables. This study aims to study the differences of each variable, namely competency and motivation on employee performance both partially and simultaneously. In this research, the method used is descriptive and verification methods. While the data analysis used is multiple regression analysis, multiple analysis, MSI (Successive Interval Method), coefficient of determination analysis and partial determination coefficient analysis using SPSS version 23 assistance program. Total population of 150 people, of which 105 people were respondents in this study.. This study uses primary data obtained by distributing questionnaires on a Likert scale. The results of the study indicate competence and motivation variables on employee performance at PT Telkom (West Jabar Witel) Bandung. Simultaneously and partially by 50.5% with a comparison of competencies to Employee Performance by 34.01%, and motivational motivation for Employee Performance by 16.47%.

Keywords: Competence, Motivation and Employee Performance.