

ABSTRACT

This study aims to determine the effect of the relationship between competence on employee performance at PT BIS (Belitung Industri Sejahtera), using quantitative research methods with descriptive and verification approaches. The population and samples used were 35 employees who were used as respondents, using a saturated sample technique with questionnaires. The data analysis method used is simple linear regression, simple correlation and coefficient of determination. The results showed that the competence at PT BIS (Belitung Industri Sejahtera) was still in poor condition and for the performance of employees at PT BIS (Belitung Industri Sejahtera) Belitung Regency was also in poor condition. Competence has a positive effect on employee performance. Simultaneously, competence has an effect on employee performance that is equal to 62.3% while the rest is influenced by other factors. The higher the competence, the better the performance of employees at PT BIS (Belitung Industri Sejahtera).

Keywords: *Competence, and employee performance*