

## **ABSTRACT**

*This study aims to determine the effect of soft skills and hard skills on employee performance either partially or simultaneously on employees of the BLUD UPT BLUD UPT Angkutan Dinas Perhubungan Kota Bandung. The method used is descriptive and verification research methods with the number of samples in this study is 115 respondents. Data collection techniques used were observation, interviews, and questionnaires. The analytical method used is multiple linear regression, multiple correlation, hypothesis testing and coefficient of determination. The results showed that there was a positive and significant influence between soft skills and hard skills on employee performance. The magnitude of the influence of soft skills and hard skills on employee performance simultaneously is 61.5% and the remaining 38.5% is influenced by other variables not examined. Partially the magnitude of the influence of soft skills on employee performance is 43.6% and the effect of hard skills on employee performance is 17.9%, so it can be concluded that soft skills have the greatest influence on employee performance.*

***Keywords: Soft Skill, Hard Skill, and Employee Performance.***