

ABSTRACT

This study aims to examine and analyze how much influence employee competence and work discipline have on employee performance, and to find out whether the existence of allowance policy as a moderating variable can make employee competence and work discipline good so that it will improve employee performance.

The sample used in this study was 58 respondents from 67 employees of Departement of Tourism and Culture of Bandung City. The method used is descriptive and verification. Data collection techniques are carried out by distributing questionnaires to respondents according to a predetermined sample. The statistical analysis used in this research is through validity, instrument reliability and normality test, analysis of Moderated Regression Analysis (MRA), correlation analysis and test coefficient of determination with the help of SPSS 26 for Windows. Hypothesis testing is done either partially with uji t or in simultaneous through the f test.

The result showed that the influence of employee competence on employee performance partially amounted to 23,9% and 17,5% with moderating, the influence of work discipline on employee performance partially amounted 38,3% and 32,6% with moderating. Simultaneously employee competence and work discipline have an effect of 17,9% on employee performance moderated by the benefits policy. In moderation, allowance policy is able to moderated employee competence towards employee performance positively (strengthen).

Keywords : Employee Competence, Work Discipline, Employee Performance and Allowance Policy