

ABSTRACT

This research was conducted based on phenomena that occurred among employees of the Garut Regency Public Works and Spatial Planning Service. This research found the fact that there are problems with work motivation and performance of employees of the Garut Regency Public Works and Spatial Planning Service, the problem is more precisely the lack of optimal employee performance and poor work motivation caused by low competence and not optimal reward provision. This research aims to find out how much influence competence and rewards have on work motivation and their impact on the performance of Garut Regency Public Works and Spatial Planning Department employees. The research method used was descriptive and verification method with a sample size of 81 people. The sampling technique used is non-probability sampling. The data analysis methods used are path analysis, method of successful interval (MSI), coefficient of determination analysis and hypothesis testing. The research results show that in structure I there is a direct and indirect influence of competence and rewards on work motivation of 64.1%. Competence directly influences work motivation by 35,3% and indirectly competency influences work motivation by 9%. Rewards directly influence work motivation by 19.8% and indirectly rewards influence work motivation by 9%. In structure II, there is an influence of work motivation on employee performance of 63,8%.

Keywords: Competence, Rewards, Work Motivation, Employee Performance