

## **ABSTRACT**

*This research found a problem of staff performance that exists at the Kantor Kecamatan Bandung Kidul Kota Bandung, the problem of this research is not optimal staff performance caused by less optimal competence and lack of staff communication. The study focuses on the factors that influence staff performance. Competence and communication are supposedly factors influencing staff performance. This study aims to find out the impact of competence and communication on the performance of Bengal District Officers Kidul Kota Bandung. In this study samples were taken from as many as 60 respondents. The sampling technique in this study uses the data collection technique used, which is observation and dissemination of questionnaires. Data analysis methods used are double regression analysis, double correlation analysis, hypothesis testing and determination coefficients.*

*The results of this research show that the competency and communication variables on employee performance are in the poor category. Simultaneously the influence of competence and communication on employee performance is 0.593. Meanwhile, partially competency has a greater influence on employee performance, namely 0.380, while communication has a greater influence on employee performance, namely 0.213. So the most dominant influence on employee performance in this research is competence.*

***Keywords: Competence, Communication, and Officer Performance.***