

ABSTRACT

This research aims to determine the influence of competency and job satisfaction on employee performance at the Pusbangkom Road, Housing and Infrastructure Development, BPSDM (Ministry of PUPR). The research method used was descriptive and verification method with a sample size of 50 respondents. The data collection techniques used were observation, interviews, and distributing questionnaires. The analytical method used is the Method of Successive Internal (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination. The results of the research show that there is a positive and significant influence between competency and job satisfaction on employee performance at the Pusbangkom Road, Housing and Infrastructure Development, BPSDM (Ministry of PUPR) simultaneously at 64.1%. Partially, the influence of competency on employee performance is 14.9%, and the influence of job satisfaction on employee performance is 62.5%. So it can be concluded that job satisfaction has a greater influence on employee performance.

Keywords: *Competence, Job Satisfaction, and Employee Performance.*