

## **ABSTRACT**

*Government agencies have an important role in regional and national development and economy. In government agencies, when established, they have a goal that prioritizes the interests of the State and the interests of the community as citizens, let alone these government agencies as a form of public service. There is a decrease in the recapitulation of performance scores for State Civil Service employees who are categorized as moderate in 2021-2022. This decrease could be caused by employee performance. Employee performance consumes existing human resources. Human resources can be influenced by various aspects, one of which is the hard skill and soft skill variables. The performance of Civil Service employees shows a decline in hard skills and soft skills at the Bandung City Geological Survey Central Agency. This research aims to determine the magnitude of the influence of Hard skills and Soft Skills on the performance of State Civil Apparatus employees at the Bandung City Geological Survey Center. The research method used is descriptive and verification. This research source uses primary and secondary data. Data collection for this research used a questionnaire. The sample for this research was 70 employees using simple random sampling techniques. The data analysis and hypothesis testing methods used are multiple linear regression analysis, multiple correlation analysis, simultaneous coefficient of determination and partial coefficient of determination, simultaneous hypothesis testing, and partial hypothesis testing. Based on the results of the descriptive analysis, it can be seen that hard skills, soft skills, and employee performance are in good condition and have a positive influence on employee performance. The test results are hypothesized to show that partially and simultaneously hard skills and soft skills have a significant effect on employee performance. The correlation value of hard skills and soft skills on employee performance is 0.941, meaning there is a very strong and positive relationship. With a coefficient of determination ( $R^2$ ) of 0.886, it shows that hard skills and soft skills can influence employee performance by 88.6% and the remaining 11.4% is influenced by other variables not observed in this research. Hard skills and soft skills together, -the same has a significant effect on the performance of State Civil Service Employees by 88.6%. Partially, Hard Skills have an effect of 30.2% on the Performance of State Civil Service Employees, while Soft Skills have an effect of 58.4% on the Performance of State Civil Service Employees. The Soft Skill variable has the highest influence on the performance of State Civil Service Employees compared to the Hard Skill variable.*

**Keywords:** *Hard Skills, Soft Skills, Employee Performance*