

ABSTRACT

Indonesians forced to overcome a competitive in order to compete with other communities, that made indonesians as good quality human resources that will increase good employees performance. It is really needed for the company or organization to achieve its goals. One of the ways it can do is by means of having competence and work discipline so that it will formed good employees performance. This study attempts to know the competence and work discipline at work on performance of Department of Labor and Transmigration West Java Province, and how big the influence and discipline of working on this fact and simultaneously against the employees. Methods used to research these quantitative method, the type of the analysis used is descriptive-causality. Sample was conducted by non-probability sampling method with incidental sampling with with 52 respondents, who are employees at Department of Labor and Transmigration West Java Province. Data analysis techniques used are descriptive analysis and multiple linear analysis. Competence and discipline have significant effect partially to employee performance. Competence and discipline work have a significant effect on employees performance simultaneously is about 45,5% and the rest of 54,5% is influenced by others factors not examined. In improving the competence, work discipline and the employee performance done foreducation and training at regular intervals.

Keywords: *Competence, Work Discipline, Employee Performance*