

## ***ABSTRACT***

*In a state, government bureaucracy is an important instrument that cannot be ruled out. Therefore the importance of employees as initiator of the organization and always strives to provide good performance. This study aims to determine the employee performance factors at the Regional Office of the Ministry of Religious Affairs of South Sulawesi Province.*

*This study uses quantitative method with descriptive research type. Sampling was done by probability sampling technique with proportionate stratified random sampling method with the number of respondents used by 70 employees. Data analysis technique used is factor analysis technique to determine every performance factor at the Regional Office of Ministry of Religion of South Sulawesi Province.*

*The result of this research shows that there are three component factors that are job design & leadership, integrity, and knowledge & skill. The most dominant result is the job design & leadership that contributes 49,758%.*

*Keywords: Employee, Job design & Leadership, Integrity, dan Knowledge & Skill and Employee Performance*