

ABSTRACT

Competition in the business world now become more competitive, therefore the company is expected to have qualified human resources and have a high competitiveness to be able to be a force for the company to be able to compete with Competitors in the midst of increasingly dynamic change flows. A very important role in an organization can be measured from its performance level. The organization is successful or effective because it is supported by the performance of human resources and otherwise many organizations fail due to the performance factor of human resources. One of the causes of the decline in organizational performance is strongly influenced by the competency factor that is owned by the employee.

This research was conducted to know and analyze how the competency influence the employee's performance in the marketing unit of PT. Bio Farma. This research uses quantitative methods with a type of descriptive research. Sampling is done by probability sampling method or random. Respondents in this study 76 random people. The data analysis techniques used are descriptive analysis and simple linear regression analysis.

The results of this study stated that there was a positive and significant influence between the competence on the employee's performance in the marketing Unit PT. Bio Farma This demonstrates that by improving the complications will increase the performance of employees.

Keywords: *human resource management, competence, employee performance*