

ABSTRACT

Every company undoubtedly wants to have qualified employees with outstanding competence, work discipline and job satisfaction because they can help the company achieve its goals. This study aims to determine the effect of competence, work discipline and job satisfaction with gender as a moderating variable on employee performance.

This study employs a quantitative approach, and the research type is causal relationship research. The population of this study is all employees of PDAM Tirta Giri Nata Cirebon, namely 254 people. Meanwhile, the research sample is 156 people. The data collection instruments of this study are questionnaires and observation results. The data will be analyzed using moderated regression analysis with the help of the SPSS 26 program.

The results of data processing show that partially competence and job satisfaction have a significant effect, while work discipline has no significant effect on employee performance. Simultaneously competence, work discipline, and job satisfaction have a significant effect on employee performance. Based on the moderation regression analysis test, gender is able to moderate each variable of competence, work discipline and job satisfaction on employee performance with a significance value of 0,004, 0,009, and 0,002, respectively, whose value is smaller than 0,05. Based on the results of the coefficient of determination, it shows that the effect of the independent variables of competence, work discipline and job satisfaction on the dependent variable of employee performance is 25,3% while the rest is influenced by other variables not examined in this study.

Keyword: Competency, Work Discipline, Job Satisfaction, Gender, Performance Employee.