

## **ABSTRACT**

*Data assessment of individual performance of employees at PT. Telkom Regional III West Java shows the percentage of employees performing very well in the group of certified employees is higher than in the group of employees has not been certified. With employee performance appraisal system is also influenced by the value of the performance units, it is necessary to study how the employee's performance without the influence of the value of the unit's performance. The purpose of this study to determine the performance of employees who have not been certified, the performance of employees who have been certified, and to know the difference in performance between the two.*

*Employee performance is a function of motivation and ability. In order to improve the ability of employees can be done by several methods of education and training, including certification of competence. People who have certified competence in accordance with the field work, which is expected to have high performance.*

*The study was conducted in PT. Telkom Regional III, the population is divided into two sub-populations that group has not been certified and certified group. The sampling method used was stratified random sampling with a sample size of each group was 33. Based on the homogeneity test by using Chi-square and Kolmogorov Smirnov is seen that both homogeneous group.*

*The results of this study show that in the description of the employee has not been certified in total performance is good, with a score of 77.96%; Employees already certified in total performance is very good with a score of 85.37%. The difference proved by Mann Whitney test statistics that show the value of  $p < 0.05$ , which means there are significant differences between the two groups. The results of data analysis Tests on the five dimensions of performance indicators include quality of work, productivity, teamwork, initiative, responsibility, and the total performance of the Mann Whitney test showed  $p < 0.05$ .*

*There are significant differences between the performance of the employee who has been certified by the performance of employees who have not been certified, both calculated from the dimensions of performance, as well as of total performance. Suggestion, more research is needed to determine the effect of certification on the performance on employee of Telkom Regional III.*

*Keywords: Certification, Competence, Performance, Comparison*