

ABSTRACT

Every Chief Executive Officer (CEO) attempts to depict various company competitive advantage from financial advantage, marketing excellence, production excellence, information technology excellence, as well as the advantages of human resources to the organization possessed the best performance. CEO makes business transformation roots the problem of human resources in order to have competence and talent reliable organization standarized needs. In addition to competence, motivation also should be owned by employees as a company will be more effective if every employee has the desire to do a job that arises from within each individual. This study aimed to determine the effect of competence on employee performance moderated by the motivation of employees from PT. Telekomunikasi Indonesia Regional III Witel area Bandung.

This quantitative research used descriptive method. Based on the questionnaire from 100 respondents who are employees from Telekomunikasi Indonesia Regional III Bandung Witel area, obtained two test results using regression test moderation competence model 1 has a significant influence on employee performance. Based on the results of the regression test model 2 the motivation moderate the relationship between competence with employee performance.

Based on the results, it can be concluded that competence have an influence on performance. As well as the motivation moderate the relationship between the performance of the employee competence from PT. Telekomunikasi Indonesia Regional III Witel area Bandung.

Keywords: Human resource, competence, permformace, motivation