

ABSTRACT

The success of an enterprise or organization was strongly influenced by the performance of the individuals involved in it. A good performance will be achieved when the factors that led to the performance achieved. Competence and motivation to become one of the factors mempengaruhi performance. This research aims to know the level of competence of employees, work motivation, employee performance on PT Batuwangi Sejahtera, Prince and how much influence the competence and motivation either partially or simultaneous performance against employees of the PT. Batuwangi The Prince Of Peace.

The research method used quantitative methods, causal methods, type of analysis used are descriptive, and using multiple linear regression. The samples used in the study sample is saturated. Data collection was done through the dissemination of the questionnaire to the 53 respondents who is an employee of PT Batuwangi Sejahtera Son. The data were analyzed using the SPSS program help ver. 20.

Variable competence (X 1) this research is on the criteria quite well with a score of 66.06% of respondents response variables, the result of motivation (X 2) are on the criteria either i.e. of 79.96%, and the responses of the respondents against the performance variable (Y) is at criteria for good with a score of 75.33%. In partial competence and motivation of each significant and positive effect on performance clerk PT Batuwangi Sejahtera Son. Test results the coefficient of determination (R²) obtained the value of these things indicate competence 0.888 employees and motivation of working simultaneously effect of 88.8% against the performance of the employees of PT. Batuwangi son of prosperous, whereas the remaining 11.2% dipengaruhi by factors other than employee competence and motivation variables work.

Key words: *competence, motivation, and performance of Employees*