

## **ABSTRACT**

*Each management must be able to manage and know the performance of its employees in accordance with company performance standards. The high performance of employees can have an impact on the organization in achieving the goals of the organization / company. PT Ivo Mas Tunggal Kandis experienced problems in decreasing the performance of its employees throughout 2013-2017 which were influenced by many factors, one of which was poor work motivation and competence.*

*The study aims to determine the level of work motivation, competence and employee performance of PT Ivo Mas Tunggal Kandis and to determine the effect of work motivation and competence on employee performance both partially and simultaneously.*

*The research method in this study is quantitative with descriptive and casual types of research while technical analysis uses multiple linear analysis methods. The population in this study was 500 employees of PT Ivo Mas Tunggal Kandis and the total sample of respondents was 90 people who used insidental sampling as a sampling technique.*

*The results showed work motivation and competence both simultaneously and partially affect the performance of employees of PT. Ivo Mas Tunggal Kandis.*

*Suggestions are given to make a better approach than relations between colleagues so that they can respect each other in terms of work, where all employees can do their work individually and teamwork to employees. Make effective use of information technology and more often hold trainings and seminars related to work and ability to deal with their respective superiors.*

***Keywords: Work Motivation, Competence, Employee Performance***

