

ABSTRACT

In this increasingly advanced and sophisticated era in the modern era, company competition is getting fiercer. And the success of an enterprise does not escape the performance of company employees. Human resources (HR) are very important in companies that can be control, company defense, and company development in the face of all forms of demands (Siagian, 2018). HR in the company cannot be separated from employees who are expected to make the company achieve its goals or vision and mission. Good HR performance will result in good employee performance in the end (Riyanda, 2017: 16).

The decline in the performance value of PDAM Indramayu Regency employees in 2019-2021 is the problem behind this study. It is assumed, the decrease in performance value is caused by three variables used in this study, namely employee competence, work discipline and employee work motivation.

This study aims to determine how the influence of employee competence, work discipline and work motivation on employee performance conducted at the Indramayu Regency PDAM Office. This research is included in the type of quantitative research. The research method used is multiple linear regression analysis using SPSS Software Version 26 and descriptive analysis techniques.

Based on the processing results, it is known that employee competence, work discipline and work motivation partially and simultaneously affect employee performance. The coefficient of determination is known that competence, work discipline and work motivation have an effect of 64.7% on the performance of PDAM Indramayu Regency employees, while the remaining 35.3% are influenced by other variables not included in this study such as compensation, work environment, etc. other. So to improve employee performance, namely by paying attention to and improving employee competence, work discipline and work motivation properly will be able to help improve employee performance. High performance helps organizations obtain results that meet expectations and achieve organizational goals

Keywords: employee performance, competence, work discipline, motivation.