

ABSTRACT

Susana. 2020. *The Influence of Work Motivation and Employee Competence on Employee Performance of Staffing and Human Resource Development in Central Lampung Regency*. Thesis. Master of Management Study Program, Muhammadiyah University of Metro. Advisors (1) Dr. Suharto, S.E., M.M. (2) Dr. H.Afdal Mazni, S.E., M.M.

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Civil Servants are human resources in an agency and are one of the determining factors in the dynamic development process so that a more stringent role is needed especially in the administration of government. Employee performance is not only the work achieved by a person in carrying out the duties and responsibilities imposed but includes the process of how the work takes place to achieve work results. Achieving good performance requires work motivation and competence that is qualified for each employee.

The formulation of the problem in this study is: (1) Does work motivation significantly influence employee performance? (2) Does competency have a significant effect on employee performance? (3) Do motivation and competence have a significant effect on employee performance?

This research was conducted at the Human Resources Management and Human Resources Agency in Central Lampung Regency. This research used quantitative approaches and the data collection techniques used questionnaires and observations. The population in this study were employees who worked at BKPSDM Central Lampung Regency and were sampled by purposive sampling using the Slovin formula to 50 respondents. The data analysis used multiple linear regression analyses with the assistant of SPSS 21.

Based on the results of research using multiple linear regression analysis results obtained: (1) work motivation has a significant effect on employee performance, (2) competence has a significant effect on employee performance, (3) work motivation and competency simultaneously have a significant effect on employee performance.