

## **ABSTRACT**

### **THE EFFECT OF WORK COMPETENCE AND MOTIVATION ON THE PERFORMANCE OF STATE CIVIL ADMINISTRATOR IN THE BANDUNG CITY GOVERNMENT ENVIRONMENT**

*Competence is the capacity that exists in someone who can make that person able to fulfill what is required by work in an organization, so that the organization is able to achieve the expected results. Meanwhile, motivation is a condition that influences to generate, direct and maintain behavior related to the work environment. The purpose of this study is to determine the effect of competence and work motivation on employee performance (State Civil Administration) in the Bandung City Government.*

*Based on the results, the problem of this condition is the low ability to think analytically in carrying out tasks, the low ability to understand the situation in carrying out the task, the training session that has been obtained is not in accordance with the current job, employees are always looking for the latest information in carrying out tasks, and employees in carrying out their duties are forced to do work on time and the daily workload is not in accordance with the job. The condition of the employee's work motivation (State Civil Administration) in the Bandung City Government is in a poor category. The condition of the employee's performance (State Civil Administration) in the District Government of Bandung City is in a bad category.*

*The result of correlation analysis ( $R = 0,730$ ). This indicates a strong relationship between competencies ( $X_1$ ) and work motivation ( $X_2$ ) with employee performance ( $Y$ ). The results of the analysis of the determinant coefficient show that competence and work motivation have an effect on employee performance by 0,533 and the remaining 0.467 is influenced by other factors. The results of the F test are obtained ( $F_{hitung} = 51,905 > F_{tabel} = 3,099$ ), in other words  $H_a$  accepted and  $H_o$  rejected, This means that competency and work motivation simultaneously affect employee performance. Meanwhile, partially with the t test the results were obtained ( $t_{hitung} = 5,899 > t_{tabel} = 1,989$ ), in other words  $H_a$  accepted and  $H_o$  rejected, this means that competence has a significant effect on employee performance and ( $t_{hitung} = 4,658 > t_{tabel} = 1,989$ ), in other words  $H_a$  accepted and  $H_o$  rejected, this means that work motivation has a significant effect on employee performance.*

*Keywords : Competence, Motivation, Employee Performance.*

