

**ABSTRACT**  
**THE EFFECT OF COMPETENCE AND EMPLOYEE MOTIVATION ON**  
**WORK ACHIEVEMENTS IN PT. ASTRA INTERNATIONAL TOYOTA**  
**SALES OPERATION BRANCH SOEKARNO HATTA**  
**BANDUNG**

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This study aims to find out: (1) Effect of competence on work performance. (2) Effect of Motivation on work performance. (3) Effect of Competence and Motivation on Job Performance.

The population of this research is the 2000 branch employees of the Soekarno Hatta Bandung After Sales section with respondents involved 54 respondents. Data was collected by questionnaire as the main method. Analysis of the data used is Simple Linear Regression Analysis, Correlation Coefficient, Product Moment, and t test to test individual relationships and analysis of Multiple Linear Regression, Multiple Correlation Coefficients, F test for relationships together from Competency Variables (X1) and Motivation (X2) on Job Performance (Y), and Path Analysis to find out the direct and indirect relationship of Competency Variables (X1) and Motivation (X2) to Job Performance (Y).

The results of the analysis show there are influences of Competence and Employee Motivation on work performance at PT Astra International Tbk. Toyota Sales Operation Branch Soekarno Hatta Bandung. The coefficient of simultaneous correlation (R) is 0.412, meaning that the strong relationship between Competence (X1) and Motivation (X2) with Work Achievement (Y) can be expressed as Medium Correlation. The results of multiple regression analysis obtained  $Y = 31.806 + 0.166X_1 + 0.514X_2$  and if the results are seen through path analysis, the Path Analysis Equation  $Y = 0.105X_1 + 0.324X_2 +$  or according to the regression analysis of the 2000 Branch of Soekarno Hatta Auto Work Performance =  $31.806 + 0.166$  (Competence) +  $0.324$  (Motivation) and according to the path analysis of the 2000 Branch of the Soekarno Hatta Auto Work Achievement =  $0.105$  (Competence) +  $0.324$  (Motivation) + Other Variables. The multiple correlation coefficient (R) is 0.412 and according to Path Analysis the direct influence of Competence and Motivation on Achievement is 0.11 or as much as 11% and the indirect influence of Competence and Motivation on Achievement is 0.33 or as much as 33% hence the influence of total Competence and Motivation towards achievement is 0.44 or 44%.

Keywords: Competence, Motivation, Soekarno Hatta Bandung 2000 Auto Employee Job Performance.