

ABSTRACT

Winda Siti Fadila 2020, *The Effect of Competence and Work Motivation on the Performance of Employees of BRI Syariah Tasikmalaya Branch Office*

Employee performance is the level of contribution made by an employee to the purpose of his work or work unit and company / organization as a result of his behavior and application of his skills, abilities, and knowledge. If the work targets that have been given cannot be achieved then it can be ensured a decline in employee performance. This happened at the Bank BRI Syariah Tasikmalaya Branch Office, where there was a decrease in employee performance both in quantity as seen from not achieving work targets and in terms of quality seen from the presence of employees who violated regulations. The purpose of this study was to determine the effect of competence on employee performance, the effect of work motivation on employee performance, the effect of competency and work motivation together on employee performance at the BRI Syariah Bank Tasikmalaya Branch Office.

The method used in this study is correlational with a quantitative approach. The population in this study were 35 respondents or all employees of the Bank BRI Syariah Tasikmalaya Branch Office and the sample used a saturated sample. Data collection techniques used were interviews, observation, and questionnaires. The data analysis technique used correlation coefficient, determination coefficient, and regression coefficient.

The results were obtained 1) there was an influence of X1 on Y based on the regression coefficient X1 there was $Y = 23,431 + 1,032X1$ with the intention of a positive effect, the correlation coefficient of 0.817 with a coefficient of determination of 66.8% which meant a very strong effect. 2) there is an influence of X2 on Y based on the regression coefficient X2 there is $Y = 76,889 + 0,102X2$ with the intention of a positive effect, the correlation coefficient of 0.098 with a coefficient of determination of 1% which means very low effect. 3) there is an influence between X1 and X2 on Y based on the regression coefficient there is $Y = 21.484 + 1,004X1 + 0.064X2$ with the intention that between competence, work motivation and employee performance has an influence, Correlation Coefficient of 0.857 and a coefficient of determination of 73.5% which intention has a very strong influence between competence, work motivation and employee performance.

So X1 and X2 have a positive effect on Y either partially or simultaneously.

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