

ABSTRACT
**THE EFFECT OF COMPETENCE, WORK DISCIPLINE,
AND EMPLOYEE ENGAGEMENT ON
EMPLOYEE PERFORMANCE**

(A Study of Production Employees at CV. Nanjung Abadi Tasikmalaya)

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The purpose of this study was to examine the effect of competence, work discipline, and employee engagement on employee performance among production employees at CV. Nanjung Abadi Tasikmalaya. This study employed a quantitative, verificative approach with an explanatory design, while the sampling technique used was a census or total sampling. Data were collected through questionnaires distributed to all production employees. The data analysis technique used was Partial Least Squares Structural Equation Modeling (PLS-SEM) with the assistance of SmartPLS version 4.1.1 software. The results indicated that competence, work discipline, and employee engagement had a positive and significant effect on employee performance among production employees at CV. Nanjung Abadi Tasikmalaya. These findings suggested that improving employees' capabilities, strengthening compliance with work rules, and enhancing employee engagement played an important role in improving employee performance.

Keywords: *competence, work discipline, employee engagement, employee performance*