

ABSTRACT

Work productivity will increase if employees have good competence. However competence is not enough to produce high work productivity. Another factor that can affect work productivity is motivation.

This study aims to determine the effect of competence on work productivity and motivation as a moderating variable in PT Perusahaan Listrik Negara (Persero) Pusat Pemeliharaan Ketenagalistrikan Unit Workshop dan Pemeliharaan IV (PUSHARLIS UWP IV). The method used in this research is quantitative method with descriptive research type. Respondents in this research are the employees of with total population of 45 respondents. The sampling was conducted with saturated sample technique. The analysis used is linear regression analysis.

Partial test results obtained t count of 3.646 with a significance level of 0.001 and Fcount of 13.295 with a significance level of 0.001 while simultaneous test results obtained Fhitung of 9.143 with a significance level of 0.001.

The results indicate that competence, motivation and work productivity are in the high category. The result of the research shows that competence has significant effect on work productivity. The result also shows that motivation has a role as a moderating variable that influences positively on correlation between competence and work productivity. It can be interpreted that by improving motivation will increase employee work productivity.

Keywords: Work productivity, Competence, Motivation, Human Resource Management.