

ABSTRACT

Today, the startup companies has increase, to have compete with that companies, the companies must have a good employee performance. This study has employees' perceptions about the competence and performance of employees at PT. Media Wave Interaktif, and finally to find out how much influence employee performance competencies.

The task of the company to know how the performance of employees, because its performance can determine how the development of the company. One way to improve performance is to consider the competence of employees, as well as the competence of employees.

This research has 2 supporting that is competences and performance. The competences has 5 indicators that are motive, traits, self concept, knowledge and skill. While the performance has 6 indicators that are quality, quantity, timeliness, cost effectiveness, the need for supervision and interpersonal impact.

The research method used is quantitative method, by using causal method, the type of analysis used is descriptive, and using simple linear regression. The sample used in this study amounted to 48 people. Data collection was done through questionnaires distribution through visit to 48 respondents who all were employees of PT. Media Wave Inetraktif. Data were analyzed using SPSS ver program. 23.

The results of this study are the responses of respondents to the criteria and responses of respondents on employee performance. And the last competencies have a positive and significant influence on employee performance.

Keywords: Competence, employee performance, causal method