

ABSTRACT

Performance influenced by several factors, such as competency, training, and motivation. These factors are important to non-profit organization worker's performance, especially for firefighters who worked at Dinas Pencegahan dan Penanggulangan Kebakaran (DisKar) Bandung. DisKar Bandung is Department that have authorities in the field of fire prevention and suppression.

This research aims to determine the dominant component of competency, training, and motivation variables in the performance of firefighters. This method of research is quantitative descriptive with using factor analysis. Sampling technique in this research is *jenuh* sampling. Examination of hypothesis is done by processing data that obtained from the questionnaire using the KMO and Bartlett's Tests. This tests functions to test the feasibility of a variable, and the results of the correlation between variables will be seen by considering the MSA, then interprets the communality value of each variable using Principal Component Analysis.

The results show that action competency have the dominant role of the competency factor with communality value amounted to 65.9%, psychological fidelity have the dominant role of the training factor with communality value amounted to 57.3%, and the attribute of need a power have the dominant role of the motivation factor with communality value amounted to 60.9%.

Keywords: competency, training, motivation, performance