

ABSTRACT

One important asset that is owned by the organization or company can not be separated from the performance of employees. To obtain good performance, it is necessary to improve the competence and motivation. A good leader creates an environment that is comfortable and motivating employees with the goal of keeping the spirit to work and provide maximum performance. Employee competence and motivation are important factors to obtain good performance.

This study aimed to examine the effect of employee competence and motivation on employee performance in IIS JONI Midwives Clinic. The research method used is quantitative methods and data analysis using multiple linear regression. This type of research is descriptive causal research. The sample selection using sampling methods saturated. Existing data were analyzed using SPSS ver. 23.

The results showed that the overall competence of the employees included in the category of very high value total percentage score obtained in the amount of 88.3% and motivation included into the category with a very high percentage of the value gained 83.6%. The coefficient of determination obtained for 77.5% and the remaining 22.5% is influenced by other independent variables were not examined.

The conclusion of this study is employee competence and motivation have good relations simultaneously and partially on employee performance.

Keywords: Competence of Employee, Motivation, Performance of Employees