

## **ABSTRACT**

*Performance is the key to the sustainability of the existence of a company, this is because the performance shows the comparison between the results of activities (output) and the entire sacrifice (cost). Employees are expected to work well if have a high work motivation and adequate competence, expected employees can produce performance according to targets set by the company. With the achievement of high performance generated by each employee, it is expected that corporate or organizational goals can be achieved.*

*This study aims to determine the Influence of Motivation and Competence on Employee Performance Telkom Directorate of Human Capital Management in accordance with the demands and business changes to realize Telkom's Vision To Be The King of Digital and Mission Telkom namely Lead Indonesian Digital Innovation and Globalization, to the Top 10 Market Capitalization Telco in Asia-Pacific by 2020.*

*Data analysis technique in this research is path analysis using SPSS for windows version 23 software. The unit of analysis of this research is the overall sample of 53 Telkom employees Directorate of Human Capital Management. Data was collected using questionnaire containing 30 statements related to Motivation and Competence on Employee Performance Telkom Directorate of Human Capital Management.*

*The result of descriptive analysis showed that the value of percentage of motivation variables included in high category, where the value of vigor variable equal to 75,86%, dedication variable equal to 77%, Competence variable entered very high category with percentage equal to 84%, and value of employee performance percentage also enter In a very high category of 83%. The result of lane analysis showed that partially motivation had no significant effect on employee performance and Competence had significant effect with direct influence of 64%.*

**Keywords:** *motivation, competence, employee performance.*