

ABSTRACT

Business competition in the current era of globalization is increasingly strict due to technological changes and the ability to innovate in every organization that is required to be able to make the dynamics of change to a better direction and human resources that have produced the best performance. Performance refers to the competence of the existing employee members in order to provide good service and achieve organizational progress. This research was conducted at PT. Telekomunikasi Indonesia Tbk Witel Bandung with the aim to know the influence of competence on employee performance.

This research is a quantitative research with descriptive-causal method. Data collecting technique used is to spread questioner by using sample research amounted to 63 respondents and using nonprobability sampling with type incidental sampling, that do not provide the same opportunity for each element or member of the population to be elected.

Based on the results of the study, it can be concluded that competence has a positive and significant impact on employee performance at PT.Telekomunikasi Indonesia Tbk Witel Bandung. From Coefficient of Determination (R Square) show value equal to 0,510 or equal to 51%, meaning that this value indicate that competence variable have influence to employee performance variable equal to 51% and the remaining 49% influenced other variable not examined in this research.

Keywords: Competence, Employee Performance, Human Resources