

ABSTRACT

The purpose of this research was conducted to obtain the effect of the competency and discipline work on the performance of employee in Dinas Pemuda dan Olahraga West Java Province. Data collection method done through the distribution of the questionnaire to 59 respondents. The kind of research this is quantitative and use the method of analysis deskriptif-kausalitas. The sample collection run based on the non-probability the sampling method of with a kind of accidental while the sampling method of statistical analysis technique that is used is of multiple regression analysis. An analysis of the data used was descriptive analysis, test classical and linear regression analysis and the worship of idols. The research results show that simultaneously and partial competence and discipline work significant impact on the employee performance in Dinas Pemuda dan Olahraga West Java Province 55.7 % and the rest would belong to 44.3 % affected by other factors who do not be researched.

Keywords : *Competency, Work Discipline, Performance of Employee*