ABSTRACT

In order to achieve goals and targets of organization, good performance of human resources are needed. One of the factors that affecting the employee performance is competence. Competence is the main idea in every individual. Strong competition demands individuals to stregthen their competencies in order to compete primarily inthe job, because strong competencies will makes good performance as well. This study aims the level of competence and performance of Dinas Tata Ruang Kota Bandung employees, and how much the influence of competence either partially or simultaneously on the performance of Dinas Tata Ruang Kota Bandung

Methods of data collection using questionnaire survey method that is distributed to several respondents where the respondents in this study are Dinas Tata Ruang Kota Bandung employees. The questionnaire was processed using 25.0 Version of SPSS Application Analysis tool for windows. Analytical techniques use Classical Assumption Test, Interval Succesive Method, T Test, and Simple Linear Regression Analysis.

According to the processed data, it is known that the assessment of the competence of employees is 73.94% and the average performance is 73.06%. Which means that efficiency and performance are categorized as high. And the result of the coefficient of determination is 0.479, which means it has 47.9% while other 52,1% were variables that not observed in this study. These data provide optimal results for employees who have a significant influence on the performance of Dinas Tata Ruang Kota Bandung.

Keywords:
Human Resource, Competence dan Employee Performance