

ABSTRACT

PT. Wika Beton Tbk's employee performance in 2017 was declining as seen in their employee performance evaluation report. This can especially be seen in the PPB Karawang branch. The decline in employee performance can also be seen from the decline in the number of employees performing exceeding expectations by 12.5% and the increase in the number of employees performing below expectations by 1.4%. Another factor that sets the precedent is the increase in the rate of absence by 5.9%, which is calculated through questionnaires and internal attendance report. In terms of the competence level required, the average competence level of Wika Beton's employee is also still below the target set by the company.

The goal of this research is to find out about motivational levels, competence levels, and performance levels regarding employees of PPB Karawang branch. As well as finding out the effects of motivational level towards working performance, competence level towards working performance, and combined motivational and competence level toward working performance.

This research is done using the quantitative method. The data collection method is through questionnaires and literature studies. The questionnaires were spread to 236 employees of PPB Karawang branch PT Wika Beton. The sampling method used is saturated sampling. The data analysis is done using the SEM model covariance-based metric (CB-SEM) with AMOS 24 as the supported software.

The research results using SEM analysis on the measurement model showed that all indicators have a regression weighting of above 70%. Through the structural model based on the connection between its construct, it can be concluded that there are significant and positive correlation inter-variable connections between the three aspect, motivational variable with performance variable by 89%, competence variable with performance variable by 78%, and motivational variable and competence variable with performance variable by 88% and 80%. All those three aspects have $p < 0.05$.

Key words : *Motivational, Competence, dan Employee Performance.*