

ABSTRACT

Many companies want to improve the performance of their employees. Referring to the benefits of good employee performance, developing abilities in accordance with their expertise is a way to realize company goals and apply employee discipline and compliance to carry out existing policy procedures in a company. But this is certainly inseparable from the factors that affect it. This research aims to find out how the influence of employee competence and work discipline on the performance of employees of Perumda Air Minum Tirta Jam Gadang Bukittinggi City.

The purpose of this study is to find out the competence of employees, work discipline, and employee performance in Perumda Air Minum Tirta Jam Gadang Bukittinggi City, and also to see the influence of employee competence and work discipline on the performance of employees of Perumda Air Minum Tirta Jam Gadang simultaneously and partially.

The research method used in this study is a quantitative method by using questionnaires as data collection. The object of the research used is all employees of Perumda Air Minum Tirta Jam Gadang Bukittinggi City. The sampling technique used is non probability sampling using saturated samples of 68 employees. The measuring instrument used to measure the statements of each variable in the questionnaire is a test of validity and reliability. The analysis techniques used to test the variables studied are using multiple linear regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing processed using IBM SPSS Statistics ver.25 software.

Based on the results of processing, it is known that employee competence and work discipline have a partial and simultaneous effect on employee performance, and based on the coefficient of determination it is known that employee competence and work discipline affect 62.3% on the performance of employees of Perumda Air Minum Tirta Jam Gadang Bukittinggi City, while the remaining 37.7% is influenced by other variables such as workload, organizational commitment, motivation and compensation. Based on the results of research, then to improve employee performance, namely by paying attention to and improving employee competence and work discipline well will be able to help improve employee performance. High performance helps the organization obtain results that are in line with expectations and achieve organizational goals.

Keyword: Human Resources, Employee Competencies, Work Discipline, Employee Performance.