

## ***ABSTRACT***

Every educational institution needs to focus on the performance of lecturers if they want universities to develop and produce quality education. The purpose of this study was to determine the effect of competence and motivation on lecturer performance. This study uses a quantitative approach to the type of causal research. The population of this study was all Lecturers of the Faculty of Tarbiyah and Teacher Training, IAIN Syekh Nurjati Cirebon, totaling 168 people. The sample of this research is 63 people. The research data collection instrument used a questionnaire consisting of 38 statement items to measure competency, motivation, and performance. Analysis of the research data using path analysis with the help of the SPSS program.

The results of this study indicate that the significance value of the correlation between competence and motivation is  $0.00 < 0.05$ , which means that there is a significant relationship between competence and motivation. Then the results of testing the correlation between competence and motivation on the performance show that the F-count value of the influence of competence and motivation on performance is 21.260 with a significance value of  $0.00 < 0.05$ , meaning that competence and motivation simultaneously have a significant effect on lecturer performance.

***Keyword: Competency, Motivation, Lecturer Performance.***