

## **ABSTRACT**

*To achieve the greatest outcomes in line with the established strategy, a business needs human resources. Every firm must be able to nurture and manage its people resources effectively in order to achieve this. In order to maintain the smooth operation of the agency and get the best outcomes, it is crucial to have staff that are highly knowledgeable and disciplined.*

*This study intends to gauge employee performance at BAKESBANGPOL Bandung City in terms of competency and work discipline using quantitative research methods. The sample method in this research was a non-probability sampling. The study's respondents were all 60 of BAKESBANGPOL Bandung City's employees. Data collected by distributing surveys/questionnaires, conducting interviews, and reviewing the literature. The IBM SPSS software, ver. 26 was used to analyze this study by being subjected to multiple linear regression analysis.*

*Based on the analysis of the research, it was determined that competence and work discipline had a considerable influence on employee performance, with a percentage of influence 52,7%. Another amount of effect 47,3% was caused by additional variables that did not choose to examine.*

**Keywords:** *Competence, Work Discipline, Employee Performance*