

## **ABSTRACT**

*Human Resources that have high quality is one of the main things that must be owned by a company in order to realize its goals effectively and efficiently. In line with what was done by PT. Balqis Audi in managing its human resources to the fullest. With the need to improve the factors that affect the results of human resource work by paying attention to employee competence, work discipline and communication processes in order to maximize the performance of the employees themselves.*

*This study aims to determine the effect of employee competence, work discipline and communication processes on employee performance at PT. Balqis Audi partially or simultaneously.*

*This research uses a quantitative method with a descriptive research type. Sampling using non-probability sampling method, namely the type of saturated sample, with a total of 70 employees of PT. Balqis Audi. The data analysis technique used consisted of descriptive analysis, classical assumption test, multiple regression analysis, partial hypothesis test (T test), simultaneous hypothesis test (F test) and coefficient of determination test.*

*The results obtained in this study if competence has a significant and positive impact on performance, work discipline has a significant and positive impact on performance and the communication process has a significant and positive impact on the performance of employees of PT. Balqis Audi.*

*The findings in the study describe that the competency variables (X1), work discipline (X2) and communication processes (X3) have an influence on the performance of employees of PT. Balqis Audi is 87% while the remaining 13% is the influence of other variables not examined in this study.*

**Keywords:** *Competence, Work Discipline, Communication Process, Performance, Human Resource Management, Organizational Behavior.*