

## ***ABSTRACT***

The rapid development of the times has forced companies to be able to adapt in response to every business change to be highly competitive. Employees as Company assets determine the Company's competitiveness in the future through employee performance which contributes to organizational achievements. Competence and motivation are key factors that can influence employee performance which has an impact on the Company's competitiveness.

This research aims to determine the competency, motivation and performance of employees at PT. Dayamitra Telekomunikasi Tbk (Mitratel). Apart from that, this research was also conducted to determine the influence of employee competence and employee motivation on employee performance at Mitratel.

This study uses a quantitative research design with questionnaires and literature study data collection methods. This study uses a probability sampling technique consisting of 204 permanent Mitratel employees from 5 (five) directorates in the company. The analytical technique used in this research is Structural Equation Modeling (SEM) - Partial Least Square (PLS)

The research results show that employee competency is in the very competent category, employee motivation is in the very high category and employee performance is in the very good category. Based on the correlation results between the constructs, it can be concluded that employee competence and work motivation are proven to have an influence on employee performance.

The results of this research can be used as evaluation material for efforts to improve employee performance in the company. Apart from that, this research can be used as a direction in increasing employee competence and motivation. This increase in employee competency and motivation really supports the realization of high employee performance to achieve the company's Vision to become the #1 Digital InfraCo in the APAC (Asia-Pacific) market

*Keywords: Competence, Motivation, Employee Performance.*