

ABSTRACT

Many companies strive to improve their employees performance. optimal performance provides significant benefits to the company. One way to achieve this is by developing employees' skills according to their expertise and by applying discipline and compliance with company policies and procedures. However, these efforts are undoubtedly influenced by various factors.

This study aims to analyze the levels of employee competence, work discipline and employee performance at PT XYZ . Additionally, it aims to analyze the influence of employee competence and work discipline on employee performance at PT. XYZ both partially and to analyze the differences in the influence of competence and work discipline on employee performance based on gender using the Multi Group Analysis (MGA) method

The research method used in this study is a quantitative with descriptive and causal approach. Data were collected through questionnaires, with the research object being all employees of PT. XYZ. The sampling technique was non-probability sampling with a saturated sampling method involving 163 employees. The measurement tool used to measure each variable statement in the questionnaire were validity and reliability tests. Data analysis techniques included descriptive analysis, and Structural Equation Modeling (SEM).

The descriptive analysis results show that competence, work discipline and performance are in good category. Furthermore, the hypothesis testing results indicate that competence has a significant and positive effect on employee performance (coefficient = 0.547; p-value = 0.000), and work discipline also has a significant and positive effect on employee performance (coefficient = 0.183; p-value = 0.007). Multi Group Analysis (MGA) results show that there are no significant differences between male and female employees in the influence of competence and work discipline on employee performance

Based on the results of the study, it is suggested that PT. XYZ continue to improve and consistently maintain employee competence and discipline as these aspect play an important role in enhancing employee performance.

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