

ABSTRACT

Devi Fitriani/1900861201286/*The Influence of Competency on Employee Performance at PT. Sulthan Silver Silk Tour & Travel Pekanbaru, Thesis of Human Resources Management at the Faculty of Economics, Batanghari University, Jambi/Advisor 1st Dr. Osrita Hapsara, S.E., M.M /Advisor 2nd Ubaidillah, S.E., M.M*

Competence in public and private organizations is very necessary, especially to answer the demands of organizations or companies and developments in the era of digitalization, where there is very rapid change, the development of very complex and dynamic problems and the uncertainty of the future in the order of social life. Competence is a characteristic that underlies every person in working or completing a job and is related to the effectiveness of individual performance in their work.

Employee competency is related to employee performance. Because by having high competence, an employee will be able to carry out the tasks or work assigned to him with maximum results. This will also have an impact on increasing organizational performance so that it will have an impact on organizational or company goals which can be achieved optimally and sustainably.

This research method is descriptive quantitative using simple regression analysis. Research data was obtained from respondents through a questionnaire with a total of 62 employees as respondents. Statistical analysis was carried out using the SPSS 29 program.

The results obtained show that the significance value of 0.000 is smaller than 0.05. Then the results of the correlation coefficient and determination tests obtained a correlation r of 0.407 or 40.7% and an Adjusted R Square value of 0.638 or 63.8%. This means that competence has a significant positive effect on the performance of employees PT. Sulthan Silver Silk Tour & Travel Pekanbaru.

The conclusion of this research is that there is a significant positive influence between competency on employee performance at PT. Sulthan Silver Silk Tour & Travel Pekanbaru. Employee competency PT. Sulthan Silver Silk Tour & Travel Pekanbaru is shown to be in the very high category. Then employee performance at PT. Sulthan Silver Silk Tour & Travel Pekanbaru is in the high category.