

ABSTRACT

(DINDA SALSABILA WINTANA / 2000861201083 / 2024 / THE INFLUENCE OF COMPETENCY ON EMPLOYEE PERFORMANCE IN THE OFFICE OF PUBLIC WORKS AND PUBLIC HOUSING, JAMBI PROVINCE / SUPERVISOR I Dr. H. SAIYID SYEKH, MSi. / SUPERVISOR II KHULUQON AZIMA, SE, MM.)

Competence plays a very important role in employee performance. Therefore, the aim of this research is to describe employee competency and performance, as well as to determine and analyze the influence of competency on employee performance at the Jambi Province Public Works and Public Housing Office.

The research method in this research is descriptive and quantitative. By distributing questionnaires with samples, the sample in this study was 71 respondents at the Jambi Province Public Works and Public Housing Office. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with the calculation results $Y = a + b.X + e$.

Data analysis used SPSS Ver 23 and used a simple linear regression model with calculated $Y = 0.909 + 0.608X + e$. Determination test with R^2 of 38.7%. T test with a comparison of $t_{count} 4.056 > t_{table} 1.99495$ then H_0 is accepted H_1 . Rejected. To analyze the influence of competency on employee performance at the Public Works and Public Housing Office of Jambi Province. The competency regression coefficient (X) is 0.909, meaning that competency (X) has increased by 1, as has employee performance (Y) at the Jambi Province Public Works and Public Housing Office.

The coefficient of determination is known from the value $R^2 = 0.387$ (38.7%) which means that competence (X) is able to explain employee performance (Y) at the Jambi Province Public Works and Public Housing Office, namely 38.7% and the remaining 61.3% is influenced by other thing. Variables not investigated in this study.

Based on the t test, the t_{count} value is 4.056 and t_{table} is 1,99495. From the comparison results, it can be seen that the test with a comparison of $t_{count} 4.056 > t_{table} 1,99495$ means that H_0 is accepted by H_1 . Rejected. This means that competency influences employee performance at the Jambi Province Public Works and Public Housing Office.

Keywords: Competency and Performance