

## ABSTRACT

### **The Difference of Work Performance and Competence Between Male and Female Employees At The 15th Regional Office of General Directorate of Treasury Surabaya**

**Sidiq Juniarso**

The research was aimed to analyze the difference of work performance and competence between female and male employees base on the assessment of superior and self assessment of employees at the 15th Regional Office of General Directorate of Treasury Surabaya

The research methods to be applied analytic-observasional and by using type of research is eksplanasi comparative to explain difference of work performance among female and male employees through hypothesis examination. The Population in this research is 101 Civil Public Servants at the 15th Regional Office of General Directorate of Treasury Surabaya with the characteristic is none to never have occupied in structural and functional position. Instrument is used in this research is questionnaire. The Measurement of variable on rational scale 0 to 10 which assessed by employees and superior. Data analyze use t test of two independent samples.

The result of this research prove that work performance and competence of male employees is higher then female employees at The 15th Regional Office of General Directorate of Treasury Surabaya, it is shown by result of hypothesis test base on the assessment of superior which is showing 2,342 work performance variable with 0,021 ( $p < 0,05$ ) significance level and 3,003 competence variable with 0,003 ( $p < 0,05$ ) significance level. This result means that employees at The 15th Regional Office of General Directorate of Treasury Surabaya have the mean of work performance and competence different significance between male and female, difference of work performance and competence tend to higher owned by male employee.

**Keywords** : *difference, male and female, work performance, competence*