

## ABSTRACT

### ***The Influence of Competency Both Level And Work Motivation Level Towards The Performance Among Official Employees of Board of Employment, Training And Education (BKPP) in Bireuen Regency.***

*The study aimed to analyze the influence of competency towards the official employee performance, to analyze the work motivation towards the official employee performance, and to analyze the influence of both competency and work motivation towards the official employee performance at the Board of employment, education, and training in Bireuen Regency.*

*Respondents of study were all 54 official employees. They were asked to complete the questionnaires scring their competency, work motivation, and performance. The scores were then analyzed statistically to assess the correlation of competency, work motivation, and both towards performance.*

*The method used in this study was multiple linear regression method by computing the multiple correlation analysis (R) and determination analysis (R<sup>2</sup>), besides t test and f test with SPSS assistance. Regarding results, the multiple linear regression analysis showed better results with constant (-103,321), and regression coefficient 0,158 and 2,031 for competency and work motivation respectively. The linear relationships between either competency or work motivation and performance were positive, which had results of either variable might arise concurrently with the results of performance.*

*Another result of multiple regression analysis was 0,666 stating strong influence of independent variables towards the dependent variable. Whereas, the result of determination analysis was 0,443 in which 44,3% independent variables have influenced the dependent variable. With regard to t tests, the regression coefficients showed computed  $t > t$  table that were  $2,483 > 2,008$  and  $4,705 > 2,008$ , for competency and work motivation respectively meaning that both Ho's were rejected. Subsequently, either competency or work motivation partially influenced performance. Moreover, computed  $f > f$  table was  $20,315 > 3,179$ , meaning that Ho was rejected. The result showed significant influence of both competency and work motivation towards performance.*

*The conclusion of study was both competency and work motivation had the positive and significant influence towards performance with rejected Ho of hypothesis. The study has supported theoritically and statistically that both competency and work motivation of respondents might then influence better their performance. The suggestion of study was both competency and work motivation of official employees should be paid attention and be applied well among official employees at any boards/departments in Bireuen Regency. The next researchers might continue further such studies at other departments in Bireuen with additional performance-influencing factors.*

*Keywords: competency, work motivation, performance*