

**EFFECT OF WORK COMPETENCY AND WORK DISCIPLINE ON
EMPLOYEE PERFORMANCE AT PT. ASTRA INTERNATIONAL TBK-
TSO (AUTO 2000 JOMBANG)**

ABSTRACT

By :
Evi Lilik Rahmawati
1761152

Supervisor

Rita Mutiarni, SE.,MM

At PT.Astra International Tbk-TSO (Auto 2000 Jombang) often encountered obstacles in achieving performance. It should be understood that performance can be influenced by various factors, such as work competence and work discipline, so a study was conducted with the title The Effect of Work Competence and Work Discipline on Employee Performance at PT. Astra International Tbk-TSO (Auto 2000 Jombang).

This research was conducted with the aim of 1) To determine the effect of work competence on performance. 2) To determine the effect of work discipline on performance. This type of research uses a quantitative approach. The population in this study were employees of the Marketing section of PT. Astra International Tbk-TSO (Auto 2000 Jombang) as many as 30 employees, the research sample used saturated sampling (census). Collecting data using a questionnaire while the analytical method used is multiple linear regression analysis.

Based on the results of the study showed that work competence was able to improve employee performance at PT.Astra International Tbk-TSO (Auto 2000 Jombang) and work discipline was able to improve employee performance at PT.Astra International Tbk-TSO (Auto 2000 Jombang).

Keywords: work competence, work discipline, performance