

ABSTRACT

This research is motivated by problems related to the performance of the employees of PT PLN (Persero) West Java Distribution Main Unit. The problem is based on the results of the initial interview which showed the employee's performance declined from previous periods. The purpose of this study was to determine the effect of Competence and Self Efficacy on the performance of employees of the PLN (Persero) West Java Distribution Main Unit.

The method used in research is quantitative methods with the type of research is descriptive. The type of data needed in this study are primary data and secondary data. Sampling was done by non probability sampling method with simple random sampling, with 52 respondents.

The data analysis technique used for this research is to use descriptive analysis and multiple linear regression analysis. Competence at PT PLN (Persero) West Java Distribution Main Unit as a whole has a good category. Self efficacy at PT PLN (Persero) West Java Distribution Main Unit as a whole has a good category. The performance of employees at PT PLN (Persero) West Java Distribution Main Unit as a whole has a good category.

The results of this study are the variables of competence and self efficacy partially have a positive and significant effect on performance. While the Competency and Self Efficacy Variables together or simultaneously have a positive and significant effect on the performance of the employees of PT. PLN (Persero) West Java Distribution Main Unit.

Keywords: *Competence, Self Efficacy, Performance*