

## ABSTRACT

*PT. Pos Indonesia is a company engaged in the field of expedition that has been around for a long time, but PT. Pos Indonesia is not the ruler of the expedition. To become a leader among other shipping companies, it is necessary to have good employee performance, employees need to have high discipline and competence in accordance with company needs. In order to meet the competencies in accordance with the needs of the company, employees need to be given training that is in accordance with the needs of the company. This study aims to determine the effect of training, discipline, and competence on employee performance at PT. Pos Indonesia.*

*In this research, the method used is quantitative and descriptive analysis. The sample was collected using non-probability sampling technique and saturated sampling with a total of 275 respondents who were collected through a questionnaire. To perform the analysis using the help of the SPSS application.*

*This study found on the t test that training, discipline, and competence partially affects employee performance. Then for the results of the f test shows that training, discipline, and competence have a simultaneous effect on employee performance. So it can be said that training, discipline, and competence have a positive effect partially or simultaneously. In addition, the result of the coefficient of determination got a value of 0.824, thus 17.6% is another factor that affects employee performance but was not examined in this study.*

**Key Words:** Training, Discipline, Competence, Employee Performance

