

ABSTRACT

This study aims to determine: (1) The effect of work discipline on employee performance at PT. Pertamina Persero Surabaya, (2) The effect of work motivation on employee performance at PT. Pertamina Persero Surabaya, (3) The effect of work competence on employee performance at PT. Pertamina Persero Surabaya.

This research is causal associative research with quantitative approach. The population of this study is all employees of PT. Pertamina Persero Surabaya, amounting to 732 people with a sample of 50 people. Data is collected by a questionnaire that has been tested for validity and reliability. The data analysis technique used is multiple regression.

From the results of the analysis that has been done by the author, the validity test results obtained which states that the tool for collecting data in the form of a questionnaire that has been compiled has met the valid or valid requirements. Likewise with reliability so that research can proceed with processing existing data. To facilitate problem solving, this research was conducted using multiple regression analysis methods and T & F Test with the help of SPSS 18.0.

The results of the study at a significance level of 5% indicate that: (1) there is a positive and significant influence of work discipline on employee performance at PT. Pertamina Persero Surabaya ($\beta = 0.460$; $p = 0.000$; $\Delta R^2 = 20.7\%$); (2) there is a positive and significant influence of work motivation on employee performance at PT. Pertamina Persero Surabaya ($\beta = 0.514$; $p = 0,000$; $\Delta R^2 = 25.0\%$); and (3) there is an influence of work competence on employee performance at PT. Pertamina Persero Surabaya $\beta = 0.353$; $p = 0,000$.

Keywords: Work Discipline, Work Motivation, Competence, Employee Performance.