

# THE INFLUENCE OF COMPETENCY AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE OF PT. GLICO MANUFACTURING INDONESIA

Camelia yuliana Sitorus<sup>1</sup>

<sup>1</sup>Universitas Buana Perjuangan Karawang, Universitas Buana Perjuangan Karawang, Indonesia ;  
<sup>1</sup>mn20.cameliasitorus@mhs.ubpkarawang.ac.id;

---

## Abstract

**Background** - The success achieved by the company in realizing the vision and mission of the organization cannot be separated from the role and quality of human resources, where employee performance is an important aspect in the success of an organization. In this context, competence and work motivation influence employee performance in the company.

**Purpose** - The purpose of this study is to determine how Competence and Work Motivation affect Employee Performance

**methodology** - This study uses a verification analysis method with a quantitative approach. Sampling in this study was carried out through a nonprobability sampling method using a purposive sampling technique. Data for the study were obtained through the distribution of questionnaires distributed via Google Forms to 78 respondents, namely employees of PT Glico Manufacturing Indonesia. The selection of the number of respondents was based on the Slovin formula with a population of 352 employees.

**Findings** - The results of the analysis showed a positive and significant partial influence of each Competence and Work Motivation variable on Employee Performance. And there is also a positive and significant influence simultaneously on the Competence and Work Motivation variables on Employee Performance

**Originality** - The success achieved by the company in realizing the vision and mission of the organization cannot be separated from the role and quality of human resources, where employee performance is an important aspect in the success of an organization. In this context, competence and work motivation influence employee performance in the company. Thus, the purpose of this study is to determine how Competence and Work Motivation affect Employee Performance. This study uses a verification analysis method with a quantitative approach. Sampling in this study was carried out through a nonprobability sampling method using a purposive sampling technique. Data for the study were obtained through the distribution of questionnaires distributed via Google Forms to 78 respondents, namely employees of PT Glico Manufacturing Indonesia. The selection of the number of respondents was based on the Slovin formula with a population of 352 employees. The data analysis method applied was multiple regression analysis with the help of SPSS software version 23. The results of the analysis showed a positive and significant partial influence of each Competence and Work Motivation variable on Employee Performance. And there is also a positive and significant influence simultaneously on the Competence and Work Motivation variables on Employee Performance.

Keywords: Competence, Work Motivation, Employee Performance

---