

***The Effect of Competence, Work Discipline, Compensation, and
Work Motivation on Employee Performance at the
Puger District Office, Jember Regency.***

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ABSTRACT

The study aims to determine the effect of competence, work discipline, compensation and work motivation on the performance of the employees of the Puger District Office, Jember Regency. This research method uses quantitative methods with IBM SPSS data processing with data analysis techniques in the form of multiple linear regression analysis. The source of data in this study is primary data using a questionnaire with a Likert scale. The population in this study were all employees of the Puger District Office, Jember Regency. The results of this study indicate that competence has a significant effect on employee performance, work discipline has no significant effect on employee performance, compensation has a significant effect on employee performance, and work motivation has no significant effect on employee performance.

Keyword: *Competence, Work Discipline, Compensation, Work Motivation, Employee Performance*