

**PENGARUH KOMPETENSI DAN MOTIVASI
TERHADAP KINERJA KARYAWAN
PADA YAYASAN PENDIDIKAN OXFORD COURSE INDONESIA
DI JAKARTA
2014**

**EFFECT OF COMPETENCE AND MOTIVATION PERFORMANCE OF
EMPLOYEES IN EDUCATIONAL FOUNDATION OXFORD COURSE IN
JAKARTA INDONESIA**

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ABSTRACT

This study aims to determine the effect of competence on employee performance, the effect of motivation on employee performance and competence and motivation influence the performance of employees at Educational Foundation Oxford Course Indonesia. In theoretical studies, there are two variables that greatly affect the performance of the employee that the employee competence and employee motivation.

The method used is explanatory research methods (quantitative) with data obtained from surveys and questionnaires. Population of 50 (fifty) is the total number of respondents and population. The instrument used for data collection was the questionnaire with validity and reliability test. Tested the validity of the product moment correlation (Pearson) and reliability was tested with Cronbach's alpha. Furthermore, the data was tested with the classical assumption of normality, autocorrelation, heteroscedasticity, and classical assumption. After the classical assumption test data were analyzed using multiple linear regression, t-test, test coefficient of determination (R²).

The results showed that there are significant competence on performance, motivation on performance, competence and motivation on performance. The results of the study have implications for theory, research, and policy. To improve the productivity and professionalism of employees, educational foundation Oxford Course Indonesia needs to consider factors - factors which influence the work motivation as the management of security and comfort of the work environment, leadership and so on. Similarly, to improve the competence of employees, education foundations Oxford Course Indonesia has sought to engage employees attend courses / training and further education studies.

Keywords: competence, motivation, and employee performance