

ABSTRACT

This research is conducted to know whether competencies such Motive ,Trait, Self Concept ,Knowledge, and Skill have influence toward the increasing of employee working performance in PT Hosaindo Sejahtera Abadi. This research is also want to find out which variable that big influence to increase employee working performance.

This research is using explanatory research. The population of this research is the employee of PT Hosaindo Sejahtera Abadi..To collect data from the respondents, researcher uses questionnaire with use of Likert Scale. Then, the validity and reliability of the collected data are tested with SPSS program.

To get the conclusion, multiple regression analysis is used to analyze the collected data. From the result of regression analysis, the researcher concludes that Motive, Trait, Self Consept ,Knowledge, and Skill have influence toward the increasing of employee working performance in PT Hosaindo Sejahtera Abadi. The contribution of all competencies to increase employee working performance is 49,5%.

On partially ,Motive ,Knowledge and Skill variable have influence in increasing employee working performance .On the other hand, Traits and Self Concept have no influence in increasing employee working performance.

Motive variable has the biggest influence in increasing employee working performance than the other variables.