

ABSTRACT

Human Resources (HR) is main investment in an organization, whereas the resources provide an invaluable contribution in the achievement strategy of the in an organization is absolutely necessary.

This research is conducted to know weather competency and worik motivation have influence toward the increasing of employe performance at Mathla'ul Anwar University and also to know which one of the variable that has more influence on the performance of imployes at the Mathla'ul Anwar University.

The Hypothesis in the research is that competency and work motivation have influence on the performance of Mathla'ul Anwar University.

The using of data analysis method for this research is the quantitativ method. the using of data analysis instrument for this research is doubled linier regression. And the result from competency and motivation research, it is proved that the two factors have influence on the employees performance in University. The performance can be reached well by increasing competency and work motivation.

According to the determination coefisien may obtain the total influence of the competency and work motivation variables to the employees performance is 56,7 % , thus, there are still unidentified variables as an error variable of 43,3 % which is caused by other factors out of the models. The recommendation from this research is to get trainings in order to increase employees competency and motivation.