

ABSTRACT

The purpose of this research is to analyze the effects of employees' motivation, competency, and leadership on employees' performance in Jabodetabek. The population in this study were 4,657,767 employees who worked in Jabodetabek (BPS, 2020). This study used a convenience sampling technique using google form to distribute questionnaires to 150 employees, with return of 210 respondents. Data were analyzed using Structural Equation Modeling by the help of SEM-PLS software version 3.0 for Windows. The results show that Motivation, Competency, and Leadership all have positive and significant effects on Employees' Performance in Jabodetabek. The highest effect to employees' performance is competency. Its effect to employees' performance is more than double the effect of leadership, followed by motivation.

Keywords: Motivation, Competency, Leadership, Employees' Performance

