

ABSTRACT

Performance is an important aspect for a company. Every company must set performance criteria for its employees. This study aims to determine the effect of employee competence on employee performance at PT Cahaya Rejeki Biovisi, Cirebon City. This study uses a quantitative approach and survey method with a sample size of 35 respondents. Data analysis uses simple linear regression analysis. The results of the study conclude as follows. First, work competence is included in the very good category with the highest dimension being the attitude dimension and the lowest being expertise. Employee performance is also included in the very good category with the highest dimension being the work results dimension and the lowest being personal traits. Work competence has a significant and positive effect on employee performance. This study has limitations because it only analyzes two variables with a limited number of respondents, uses a questionnaire that is prone to bias, is conducted in one location without branches, uses simple linear regression, and does not include other important variables such as leadership style, compensation, and commitment.

Keywords: *Work Competence and Employee Performance*