

**ANALYSIS OF COMPETENCY AND COMPENSATION AS WELL AS ITS
INFLUENCE ON THE PERFORMANCE OF AN EMPLOYEE
REPRESENTATIVE BPKP PROVINCE OF LAMPUNG**

ABSTRACT

By

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Financial and Development Supervisory Agency (BPKP) as one of the Supervisory Apparatus Government Agencies in demand to produce a good performance, especially the results of the audit are set out in the Audit Report (LHA) both the quality and the precision and speed of completion time of a job. This study aimed to determine the extent of influence of the set two factors on the performance of public servants BPKP Representative Lampung Province. To that end, the author chose the title of the study, namely "Analysis COMPETENCE and PERFORMANCE COMPENSATION and its influence on employee BPKP representative Lampung Province".

The collection of documents is done by conducting a census of employees in Lampung Province Representative BPKP total of 106 respondents. To analyze the effect of Competency (X1), COMPENSATION (X2) on PERFORMANCE (Y) employees in the Office of Lampung Province BPKP carried out by providing a list of questions to respondents with a qualitative answer (strongly agree, agree, disagree, strongly disagree). which in kuantitatif can be analyzed by multiple regression using a statistical test F test and t test, and use models Multicollinearity testing, Heteroskedasticity, Normality, The reliability and validity that using the SPSS enter method.

Conclusion The results of the study on Competency Analysis, and Legislative employees COMPENSATION PERFORMANCE BPKP to Lampung Province in use as a reference the author to make a recommendation to the Chief Representative BPKP Lampung Province.

The hypothesis that both employee competencies of knowledge (Knowledge), skills (skills) and skills (abilities) positive effect on employee performance (performance) supported statistically. The amount of influence on the performance competencies of 33.2%. Hypothesis which states that the compensation received by employees of a positive effect on employee performance is also supported statistically. The amount of influence on the performance competencies of 31.4%.

The results of this study are expected to encourage management to be able to make policy BPKP related to competence development and improvement of compensation that can lead to increased employee performance.

Some suggestions that can serve as a recommendation for further research: (1) subsequent researcher can conduct research either representative or to the entire employee population BPKP. This means that the research results can be generalized throughout the overall organization BPKP. (2) subsequent researchers may propose the addition of other variables that affect performance in addition to competence and compensation, given the results of R^2 (R Square) Competence variable influence on the performance of only 72.6%, resulting in the need for other variables.