

ABSTRACT

The Influence of Work Discipline and Employee Competency on Work Targets and Their Impact on PT Employee Performance. Placement of Netciti Persada Division

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This research is quantitative. This research aims to find out the influence of work discipline and competency on work targets and its impact on employee performance at PT Netciti Persada. Data collection was carried out using a questionnaire method which contained several statements related to the research variables. The samples used were 109 samples. Data analysis in this research used the Smartpls 4 program. To test the hypothesis, the PLS approach was used, which was carried out in two stages, namely the outer model and the inner model. Which is when testing the outer model to test variable indicators for validity and reliability. Meanwhile, testing the inner model is to find out whether there is an influence on the research variables in accordance with the research hypotheses

Keywords: Work Discipline, Competency, Work Targets, and Employee Performance