

# **PENGARUH KOMPETENSI DAN KEPUASAN KERJA TERHADAP PRESTASI & KERJA KARYAWAN**

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## **ABSTRAK**

*Demand for changes an organization must face in the era of globalization nowadays is becoming more intense. This is happening because the effect of global competition, information technology and quality revolution. Those factors encourage management to make some changes in order to survive in the competition. The objective of this research is to examine and analyze the effect of competence and work satisfaction toward employee performance. 70 samples are taken from the employee of East Java Tourism Department. Questionnaire is used as a method to collect data and latter will be analyzed using multiple regression with the help of SPSS program. From the result of this study are (1) there is a significant effect between competence and work satisfaction simultaneously toward employee performance at East Java Tourism Department, (2) there is a significant effect between competence toward employee performance at East Java Tourism Department, (3) there is a significant effect between work satisfaction toward employee performance East Java Tourism Department.*