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Competence and Work Environment Influences on Employees' Motivation and Performance at Regional Financial and Asset Management Agency of the Regency of Karangasem

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Abstract. Employee performance in regional apparatus organizations refers to employee work performance or work appraisal or what is referred to as Employee Work Target (SKP) which consists of work contracts, measurement and assessment of work performance measured based on the achievement of activities in accordance with job descriptions in a given period. This examines the influence of work environment and employee competence on their motivation and performance at the Regional Financial and Asset Management Agency (BPKAD) of the Regency of Karangasem. The existing condition was that the employees of the agency lacked maximum performance. To achieve the objective of the present research, an explanatory type of research was adopted in the conducting the present research. 86 civil servants of the BPKAD were the samples taken for the study. Data were collected using observation, interviews, and questionnaires. The data were analysed using PLS (Partial Least Square). The results showed that both employee competence and work environment had a positive and significant influence on the employee motivation and work environment and motivation had a positive and significant influence on the employee performance. It was motivation serving as the perfect mediation of the influences of competence on performance, whereas it was motivation serving as the partial mediation between the influences of work environment on the employee performance.

Keywords: Competence; Work Environment; Motivation; Performance

1 Introduction

In government organizations or what are called regional instruments, human resources play a role in achieving work plans that have been made and compiled in the form of programs and activities, in this case having an important role in carrying out public services. Human resources referred to here are Civil Servants (*ASN-PNS*) who work in local government agencies. Regional Finance and Asset Management Agency (*BPKAD*) of Karangasem Regency is one of the regional instruments which is coordinative in nature which has the main