

Factors Affecting Performance During a Pandemic: Production Employee Perspective

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ABSTRACT

Employee performance is important in the process of achieving the goals of a company. Employee performance is inseparable from the influence of competence, work discipline, and work motivation. Given this influence, companies need to pay attention to this so that employee performance remains maximal and the goals set by the company will be more easily achieved. This study aims to determine the effect of competence, work discipline, and work motivation on the performance of employees in the production department during a pandemic. The research was conducted in 5 companies in the Bogor district with a sample of 100 employees by random sampling. Data analysis with correlation, multiple linear regression, and hypothesis test. The results showed that simultaneously and partially the variables of competence, work discipline, and work motivation of employees have a positive and significant effect on the performance of employees in the production department during a pandemic.

Keywords: Competence, Work discipline, Work motivation

