

**EFFECT OF WORK COMPETENCE AND DISCIPLINE  
TOWARD EMPLOYEE PERFORMANCE ON OTC  
PART (ON TRIP CLEANING)  
PT. RESKA MALANG**

**ABSTRACT**

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This study aims 1) to determine and explain the effect of competence on employee performance in the OTC (on trip cleaning) section of PT. RESKA Malang, 2) to determine and explain the effect of work discipline on employee performance on the PT. RESKA on the OTC (on trip cleaning) section Malang, this research is an explanatory study that explains the relationship between research variables through hypothesis testing. Data analysis using multiple linear regression analysis. Based on the results of the study showed that competence has a significant effect on employee performance, and work discipline has a significant effect on employee performance. Thus it can be concluded that work competence and discipline have an effect on employee performance, the better the employee competence and the higher the level of employee discipline, the higher the employee performance.

***Kata Kunci: Competence, Disciplin Toward, And Performance***