

## ***ABSTRACT***

*Along with the development of the times, the practice and theory of human resources also experienced development. These developments require employees for individuals to think creatively, work quickly, and precisely to become individuals who are able to compete. In addition, training, work discipline, and competence in an organization are also things that can affect employee performance. This study aims to determine the effect of training, work discipline, and competence on employee performance at the Communication and Information Office of Central Java Province.*

*This study uses quantitative methods. The sample in this study were employees of the Department of Communication and Information of Central Java Province as many as 156 people. The data obtained came from distributing questionnaires. The method of data analysis in this study used the multiple linear regression analysis method using the SPSS application.*

*The results of this study indicate that training, work discipline, and competence have a significant positive effect on employee performance at the Communication and Information Office of Central Java Province.*

*Keywords: training, work discipline, competence, employee performance*