ABSTRACT

Implementation of competence based human resource management in the Office of Bank of Central Java show that the employee 's performance appraisal results in 2010-2011 still declining. This can be seen in the number of employees who fall into the category of a valuation of the 1040 in 2010 to 912 people in 2011, or a decline of 14.03 %. Therefore , the problem formulated in this study is "How to improve employee performance in the Bank of Central Java through the implementation competence based human resource management and job satisfaction in ? "

To answer the purpose in this study developed a research model using variable approach to job satisfaction and performance of employees as the implications of the implementation of competence based human resource management in the Office of Bank of Central Java. Measurement of variables studies were conducted by using the indicators defined in the research statement. List of research statements are answered by the employees of Bank of Central Java Office as the respondent. The data were then analyzed using Structural Equation Modeling analysis techniques.

Statistical tests on the model that has been developed research shows that the implementation of competence based human resource management in the Bank of Central Java Office can increase employee satisfaction and improve employee performance.

Keywords: competence based human resource management, job satisfaction, performance