

ABTRAK

In order for an agency to carry out the tasks that have been assigned to it, employee performance is required. The study aims to talk about or look at the things that affect how well employees perform at the East Lampung BPBD. The research in this study is quantitative. The East Lampung Regional Disaster Management Agency (BPBD) served as the research site. This study was carried out between April and May 2024. There were 163 people in the study, all of whom worked for ASNs and non-ASNs. The Yamane formula was used to select the research sample, which resulted in 99 respondents. Literature studies, questionnaires, and observations were the methods of data collection. Multiple Linear Regression Analysis was used to analyze the data. At the Regional Disaster Management Agency (BPBD) of East Lampung Regency, the study found that employee competence, work motivation, work discipline, and the work environment had a positive and significant impact on employee performance. At the Regional Disaster Management Agency (BPBD) of East Lampung Regency, this demonstrates that there is a significant causal relationship between employee competence, work motivation, work discipline, and the work environment. If these variables are raised or improved, then employee performance will rise as a result..