

This study examines the determinant influence of competence: motives, traits, self-concept, knowledge, and skills on work behavior and work effectiveness in government officials. The research was conducted on government officials in the province of South Kalimantan, Indonesia. This research is qualitative in nature, including the population of government apparatus in regencies and municipalities in the South Kalimantan province of Indonesia. The number of respondents in this study was 250 people. The sampling technique used purposive sampling, and Data analysis has been done using Structural Equation Model (SEM). The results showed a significant and positive influence on the determinants of competence, namely motives, traits, self-concept, knowledge, and skills on work behavior and work effectiveness of government officials; the determinant influence of competence showed a direct and indirect effect. This study also shows a mediating effect of work behavior between the determinants of competence (motives, traits, self-concept, knowledge, and skills) on the work effectiveness of government officials. This study's results are expected to provide suggestions to local governments in the South Kalimantan province of Indonesia to conduct performance appraisals for government officials apart from the performance appraisal methods that have been implemented.