

## **ABSTRACT**

*Each field of work has problems and burdens for its workers, so in most cases, these problems and burdens sometimes cause mental stress which ultimately creates work stress. According to Gibson et al (2008: 339), work stress is a perception of adjustment, mediated by individual differences and psychological processes which are a consequence of any external actions (environment), situations, or events that set excessive psychological or physical demands on someone. Job stress can affect the performance of an individual. Looking at the importance of managing work stress, the researchers are encouraged to take the title of the thesis "The Effect of Job Stress, employee loyalty scholarship on the performance of employees of PT. IndomarcoPrismatama. In this study using quantitative research, while the approach used in this study is eksplanatory (research explains). According to Ach. Sani S & Mashuri M (2010: 287) Research explanatory (explanatory research) is to test hypotheses between hypothesized variables. In this study there is a hypothesis that will be tested for its truth. Methods of data collection using questionnaires, documentaries, and direct observation. The number of samples in this study were 52 respondents. The data collected is primary and secondary data. The purpose of this study is to find out work stress simultaneously, partially, and which work stress factors are the most dominant influence on the performance of PT. INDomarcoPrismatama employees. The results of this study indicate that there is a relationship between independent variables on the dependent variable. This can be seen from the R value of 0.827, R Square 0, 683, and Adjusted R Square of 0.663. Which means work stress variables which consist of environmental factors, organizational factors, and individual factors influence the performance of employees of PT. IndomarcoPrismatama*

*Keywords: work stress, employee performance.*