

## **ABSTRACT**

*Human resources have the most important role in the success of a company, and how a company manages human resources will have a significant impact on the continuity of the company. Likewise with CV Charisma Anugrah Jaya, which must pay attention to the condition of its employees, their motivation, and the work environment and employee performance.*

*The aim of this research is to determine the influence of work stress, work motivation and work environment on employee performance at CV Charisma Anugrah Jaya. This research is quantitative, and the sampling technique used is saturated sampling from 60 respondents. Data were analyzed using validity, reliability, descriptive statistical analysis, multiple linear regression, t test, f test, and f test.*

*This study shows that employee performance at CV Charisma Anugrah Jaya is influenced simultaneously and partially by work stress, work motivation and work environment. This shows that employee performance influences 84.3% of the dependent variable, and the remaining 15% is influenced by other factors that were not studied.*

**Keywords:** *Human Resources, Job Stress, Work Motivation, Work Environment, Employee Performance*