

## **ABSTRACT**

*PT Nikomas Gemilang is part of the Pou Chen Group which is engaged in a well-known footwear manufacturer in Taiwan, and is one of the largest footwear manufacturers in the world. Researchers found the phenomenon regarding the conditions faced by the company PT Nikomas Gemilang related to job stress, job satisfaction and employee performance was found by researchers through interviews and supporting data from the company.*

*The purpose of this study was to see how the level of job stress, the level of job satisfaction and the level of employee performance in the company and how the effect of job stress and job satisfaction on employee performance of the central employees of PT Nikomas Gemilang. The research method used is quantitative methods with data collection techniques obtained from distributing questionnaires to 308 respondents.*

*Respondents involved were central employees of PT Nikomas Gemilang. The questionnaire used in this study contained 35 statements with a five-point Likert scale. The sampling method used was nonprobability with a incidental sampling technique using the Slovin formula. In explaining the research results, the data analysis technique used is descriptive analysis, multiple linear regression, hypothesis testing and the coefficient of determination.*

*The results obtained in this study indicate that job stress has a significant negative effect on employee performance and job satisfaction has a significant positive effect on employee performance. These results are proven by the hypothesis that rejects  $H_0$ . Based on the results of the  $t$  test, it was found that there was a partial influence between job stress on employee performance. There is also a partial influence between job satisfaction and employee performance.*

*Based on the  $f$  test, it is found that there is a simultaneous influence between job stress and job satisfaction on employee performance. The coefficient of determination obtained with an  $R$  Square value of 41.5% means that job stress and job satisfaction have an influence on employee performance by 41.5%*

***Keywords: Job Stress, Job Satisfaction, Employee Performance***