

ABSTRACT

This research was conducted at PT Maruki International Indonesia is a company engaged in the manufacture of Butsudana, a type of furniture used in the Buddhist tradition in Japan and used as a medium to communicate with ancestors. This study aims to analyze the effect of work stress and work environment on employee performance (a case study on employees of PT Maruki Internasional Indonesia).

The method used is a quantitative method with the type of research in the form of descriptive and causal studies. Sampling was carried out using probability sampling method, non-probability sampling, with a total of 100 employees at PT Maruki International Indonesia. The data analysis technique used is multiple linear regression analysis.

The results showed that the level of work stress was in the moderately controlled category, the work environment was in the fairly good category, and the performance was in the fairly good category. Based on the results of the study, it was found that there was an influence of work stress and work environment on the performance of employees of PT Maruki International Indonesia. The results of the calculation of the coefficient of determination (R^2) indicate that the variables of Work Stress (X_1) and Work Environment (X_2) have an influence of 80.6% on Employee Performance (Y) PT Maruki International Indonesia. While the remaining 19.4% is the contribution of other variables besides work stress (X_1) and work environment (X_2).

Keywords: *Work Stress, Work Environment, Employee Performance, PT Maruki International Indonesia*