

ABSTRACT

Human resources are an important role in achieving success in a company. Human resource management will have a major impact on the company. Likewise with PT. Arindo Pratama must pay more attention to the condition of employees, working environment conditions, and the performance produced by employees. This research was conducted to determine the effect of work stress and work environment on the performance of employees of PT. Arindo Primary.

In this study, the author uses quantitative methods with multiple linear regression analysis techniques. The population used in this research is all employees of PT. Arindo Pratama and sampling using the Non Probability Sampling method. The number of respondents in this study were 70 respondents. Data collection techniques are primary data by distributing questionnaires and secondary data by using library studies. The data analysis technique used is descriptive analysis and the analysis used in this research is using SPSS 23.

The results of the research that has been carried out by researchers can be concluded that the job stress variable is included in the good category, the work environment variable is included in the good category, and the employee performance variable is included in the fairly good category. This research shows that there is a significant influence of work stress and work environment on employee performance at PT. Arindo Pratama simultaneously or partially. This shows that the effect of the independent variable, namely work stress and work environment on the dependent variable, namely employee performance is 49.7% while the remaining 50.3% is influenced by other factors not examined in this study.

Keywords: *Employee performance, work environment, work stress, and human resources*