

ABSTRACT

Human resources are one of the important factors for the sustainability of the organization, as well as employees as human resources who play a role. Therefore, it is necessary to manage employees through human resource management who explore existing strategies in order to achieve common goals. Including job stress and job discipline that need to be managed and considered because it can affect the performance of the resulting employee.

The purpose of this study was to determine the level of job stress, job discipline and employees, as well as to determine the effect of job stress and job discipline on the performance of Indihiang Tasikmalaya Terminal employees.

The method used in this research is quantitative, to describe the results of the study using descriptive analysis techniques and path analysis. Data collection techniques are interviews, observation, and secondary data collection. This study uses a five-point Likert scale with 35 research statements. The population and sample are all employees of the Indihiang Tasikmalaya Terminal which reaches 62 employees. The sampling technique used is non-probability sampling with saturated sampling method.

The results of this study indicate that job stress has a significant negative effect on employee performance, while job discipline has a significant positive effect on employee performance. Based on the results of the t test, there is a partial effect of job stress and job discipline on employee performance. The f test shows that there is a simultaneous influence between job stress and job discipline on employee performance. The coefficient of determination with an R Square value of 45.8% means job stress and job discipline is proven to have an effect of 45.8% on employee performance, 54.2% of the influence on other variables outside this study.

The research results are expected to provide benefits in developing research in the field of human resources to be developed. In addition, further research is expected to use different research objects, use other independent variables, use path analysis methods and different methods in order to examine other sub-variables in more detail.

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