

ABSTRACT

Performance is the real result shown by each individual in the organization, as an assessment of performance in accordance with their duties. Employee performance must continue to be maintained and improved so that they can make a better contribution to achieving the desired organizational goals. We need to pay attention to that an organization's achievements are greatly influenced by the quality and performance of each individual within it. who are part of the organization.

This research uses quantitative methods. Namely the study of social problems which is based on examining theories consisting of variables that are measured numerically, and then analyzed using statistical methods to assess the validity of the generalization of the theory. This research adopts a quantitative approach which is carried out in a structured manner, starting from solving the problem, applying theory, to drawing conclusions.

The research results simultaneously show that the Work Environment variable (X1) and the Work Stress variable (X2) have a significant effect on the Employee Performance variable (Y). The results of the coefficient of determination show the magnitude of the influence of the independent variables (Work Environment and Work Stress) on the dependent variable, namely Employee Performance, of 97.4% while the remaining 2.6% is influenced by other factors not examined in this research. Based on the results of research and discussions that have been presented previously regarding the Influence of the Work Environment and Work Stress on the Performance of Employees at Dinas Perindustrian dan Perdagangan Kabupaten Tabanan Bali.

Keywords: *Work Environment, Work Stress, Performance of Employees.*