

ABSTRACT

The increasingly competitive industrial landscape requires companies to pay close attention to internal factors such as employee performance, which is influenced not only by individual capabilities but also by an effective management system. PT XYZ, a chemical manufacturing company in Bogor, has been experiencing declining performance, high tardiness rates, and significant absenteeism, indicating potential psychological issues among employees. This study aims to examine the levels of work stress and motivation, as well as their simultaneous and partial effects on employee performance at PT XYZ.

This research employs a quantitative approach, using a survey method for data collection through questionnaires distributed to 200 respondents. The data analysis techniques used include multiple linear regression, t-test, and F-test, with the assistance of the SPSS application.

The results of the study indicate that job stress, motivation, and performance at PT XYZ are still considered to be in a good condition. Job stress has a positive and significant influence on employee performance. Motivation also has a positive and significant influence on performance. Simultaneously, job stress and motivation have a significant effect on the performance of PT XYZ employees.

It is recommended that the management of PT XYZ manage job stress constructively and continuously enhance work motivation to promote productivity and optimal performance. This research provides practical contributions to the formulation of human resource policies, particularly within the context of the manufacturing industry.

Keywords: *PT XYZ, Employee Performance, Job Stress, Motivation.*