

## **ABSTRACT**

*This study aims to determine the effect of Job Stress, Motivation, on Employee Performance on PT. Taspen (Persero) KCU Bandung employees. In this study, the independent variables consisted of work stress and motivation. The dependent variable is Employee Performance. This research is a quantitative study in which the sample used is all employees of PT. Taspen (Persero) KCU Bandung, amounting to 57 people with sampling techniques using saturated sampling methods. The data used are primary data obtained through questionnaires. The analysis model used is a validity and reliability test. The results showed that the coefficient of partial determination namely Work Stress and Motivation had a positive and significant effect on Employee Performance of 63.4%. and the rest are other factors not examined by researchers by 36.6%. The calculation of the partial determination coefficient is the effect of Job Stress on Employee Performance of 22.41% and Motivation on Employee Performance of 40.99%.*

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