

## **ABSTRACT**

*This study aims to determine the effect of work stress and self efficacy on employee performance either partially or simultaneously on employees of the PT. Harmony Sistem Kota Bandung. The method used is descriptive and verification research methods with the number of samples in this study is 38 respondents. Data collection techniques used were observation, interviews, and questionnaires. The analytical method used is multiple linear regression, multiple correlation, hypothesis testing and coefficient of determination. The results showed that there was a positive and significant influence between soft skills and hard skills on employee performance. The magnitude of the influence of soft skills and hard skills on employee performance simultaneously is 54.4% and the remaining 45.6% is influenced by other variables not examined. Partially the magnitude of the influence of work stress on employee performance is 23.3% and the effect of self efficacy on employee performance is 31.1%, so it can be concluded that self efficacy have the greatest influence on employee performance.*

**Keywords: Work Stress, Self Efficacy, and Employee Performance**