

## ABSTRAK

Penelitian ini dilatarbelakangi adanya penurunan kinerja pegawai pada tahun 2021. Tujuan Penelitian ini untuk mengetahui pengaruh *employee engagement* dan stres kerja di Balai Besar Wilayah Sungai Citarum secara simultan maupun parsial. Metode penelitian yang digunakan didalam penelitian ini adalah metode deskriptif dan verifikatif dengan sampel sebanyak 142 responden. Metode analisis data yang digunakan adalah analisis regresi linier berganda, korelasi berganda, dan koefisien determinasi.

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh secara signifikan antara *employee engagement* dan stres kerja terhadap kinerja pegawai. Besarnya pengaruh *employee engagement* dan stres kerja terhadap kinerja pegawai secara simultan sebesar 49% dan sisanya 51% dipengaruhi oleh variabel lain yang tidak diteliti. Secara parsial pengaruh *employee engagement* terhadap kinerja pegawai sebesar 24% serta pengaruhnya positif terhadap kinerja pegawai dan pengaruh stres kerja terhadap kinerja pegawai sebesar 25% serta pengaruhnya negatif terhadap kinerja pegawai.

Kata Kunci : *Employee Engagement*, Stres Kerja, dan Kinerja Pegawai

## **ABSTRACT**

*The study is back to lower employee performance by 2021. The aim of the study was to understand the impact of employee engagement and work stress at Balai Besar Wilayah Sungai Citarum simultaneously and partially. The research method used in this study is a descriptive and verifiable method with a sample of 142 respondents. Data analysis method that being used in this research is multiple linear regression analysis, multiple correlation and coefficient of determination..*

*The results of this study suggest that there was a significant impact between the employee engagement and work stress towards the employee performance. The large impact of employee engagement and work stress on employee performance simultaneously was 49%, and the remaining 51% were affected by other unexamined variables. By a partial influence on employees performance by 24% and their positive effect on employees' performance and the stress of work impact on employees performance by 25% and negative impact on employee performance.*

*Keywords : Employee Engagement, Work Stress and Employee Performance*