

ABSTRACT

Employee performance is very important for a company because it is one of the tools to increase the success of a company in running its business. Based on target data and realization of PT. Summarecon Agung Tbk Bandung, there is a decrease in the realization of achievement from year to year, this is influenced by less than optimal employee performance. As for the factors that are suspected of being problematic through pre-survey testing conducted by researchers, the result is that skills and work stress have the lowest average scores, where these two variables can be said to be unfavorable. Therefore, the research focus discusses the relationship, the effect of skills and work stress on employee performance at PT. Summarecon Agung Tbk Bandung either simultaneously or partially. The data collection technique used was observation, interviews by distributing questionnaires, with a sample of 76 respondents. From the results of the descriptive analysis it is known that skills are in the poor category, and work stress is in the high category. Meanwhile, from the results of the verification analysis, it shows that there is an influence of skills and work stress on employee performance at PT. Summarecon Agung Tbk Bandung both simultaneously and partially, with a large influence of 76.7%, the influence contribution of skills is 46.6% and work stress is 30.1%, so it can be concluded that skills have a greater effect on employee performance at PT. Summarecon Agung Tbk Bandung.

Keywords: skill, work stress and employee performance