

## **ABSTRACT**

*This study is based on the phenomenon of suboptimal employee performance at PT. X, which is presumed to be influenced by work culture, leadership, and work stress. The purpose of this research is to examine the influence of work culture, leadership, and work stress on employee performance, both simultaneously and partially. The research method used is descriptive and verificative with a sample of 95 respondents. Data analysis techniques include multiple linear regression, multiple correlation analysis, simultaneous and partial coefficient of determination, as well as simultaneous and partial hypothesis testing. The results indicate that work culture, leadership, and work stress have a positive and significant influence on employee performance at PT. X. Simultaneously, these variables contribute 79.4% to employee performance. Partially, work culture contributes 40.6%, leadership contributes 24.7%, and work stress contributes 14.0% to employee performance.*

**Keywords: Work Culture, Leadership, Work Stress, and Employee Performance**