

## **ABSTRACT**

### ***The Effect of Stress and Compensation on Employee Performance (A Study of Workers Passing the Ciledug Raya Route)***

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*This study aims to examine the effect of stress and compensation on employee performance, with a case study on workers commuting through the Ciledug Raya route. The research used a quantitative method with a survey approach through questionnaires distributed to 110 respondents. Data analysis techniques included validity and reliability tests, multiple linear regression, t-test, and F-test using SPSS 27. The results show that work stress has a negative and significant effect on employee performance, while compensation has a positive and significant effect. Moreover, stress and compensation simultaneously have a significant influence on employee performance. Thus, stress management and fair compensation are crucial factors in improving employee performance, particularly for workers exposed to high urban traffic congestion.*

**Keywords:** Stress, Compensation, Employee Performance, Ciledug Raya

**Number of References:** 40

**Reference Years:** 1997–2025