

## ABSTRACT

### ***The Effect of Job Stress and Job Satisfaction on the Employee Performance of the At The DPRD Secretariat Employees of the South Tangerang City***

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*This study uses two independent variables, namely job stress and job satisfaction and one dependent variable, namely employee performance. This research was conducted with the aim of knowing the effect of job stress and job satisfaction on employee performance at the Secretariat of the South Tangerang City DPRD. Data collection techniques were carried out by researchers using a method in the form of questionnaires in the field which were distributed to 63 respondents. The scale used in this study uses a Likert scale of 1-5. The data analysis technique used in this study is multiple linear regression analysis by conducting classical assumption tests in the form of normality, multicollinearity, and heteroscedasticity tests. Then the validity and reliability tests were carried out, as well as hypothesis testing which consisted of the T test and F test. The results showed a sig value of work stress of 0.000 which means  $<0.05$  with a positive t value of 4.510. This shows that work stress has a significant positive effect on employee performance. The second result shows that the sig value of job satisfaction is 0.000 which means  $<0.05$  with a positive t value of 6.165. This shows that job satisfaction has a significant positive effect on employee performance.*

**Keywords:** *Work Stress, Employee Satisfaction, Employee Performance*