

## ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh stres kerja dan lingkungan kerja terhadap kinerja karyawan perusahaan di PT. Mustika Buana Sejahtera Lumajang. Penelitian ini merupakan penelitian kuantitatif. Penarikan sampel dilakukan melalui sampel jenuh (sensus) yaitu yang menjadikan responden semua karyawan. Sample yang diambil sebanyak 400 orang karyawan pada perusahaan PT. Mustika Buana Sejahtera lumajang. Pengumpulan data dilakukan melalui observasi, wawancara dan kuesioner. Data analisis dengan menggunakan analisis regresi linier berganda melalui program SPSS 16. Hasil penelitian menunjukkan bahwa stres kerja berpengaruh secara parsial signifikan terhadap kinerja karyawan, sedangkan lingkungan kerja juga memiliki pengaruh secara parsial signifikan terhadap kinerja karyawan. Sebagai masukan perusahaan hendaknya memperhatikan kondisi lingkungan kerja agar tetap ideal dan kondisi psikologis karyawan agar dapat tetap bekerja secara optimal.

**Kata Kunci : Stres Kerja, Lingkungan Kerja, Kinerja Karyawan**



## **ABSTRACT**

*This research was conducted to determine the effect of work and the environment on employee performance at PT. Mustika Buana Sejahtera Lumajang. This research is a quantitative research. Sampling is done through a saturated sample (census), which is what makes respondents all employees. Samples taken as many as 400 employees at the company PT. Mustika Buana Sejahtera is quite common. Data collection is done through observation, interviews and questionnaires. Data analysis using multiple linear regression analysis through the SPSS program. The results showed that work stress was significant on employee performance, while work performance also had a significant effect on employee performance. We recommend that the leadership of the company PT. Mustika Buana Sejahtera Lumajang regulates, makes improvements or reinforces policies regarding work rules that are directed at improving employee performance, by considering improving work energy and work environment as elements that improve employee performance.*

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

