

**THE EFFECT OF WORK DISCIPLINE AND WORK STRES**  
**ON EMPLOYEE PERFORMANCE**  
**( STUDY AT PT MERAK JAYA BETON MOJOKERTO )**

**ABSTRACT**

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The purpose of this study was to determine the effect of work discipline and work stress on the performance of employees of PT. Merak Jaya Beton Mojokerto, data collection was carried out by distributing questionnaires, interviews, observations, and documentation. This study uses a quantitative approach with explanatory research methods which are carried out through data collection in the field. The population used is the production section of 30 employees. The sampling technique used was validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis test through T test and coefficient of determination ( $R^2$ ) with the help of SPSS Version 22. This study obtained the results that work discipline had a positive and significant effect on performance variables. employees and work stress variables that have a negative and significant effect on employee performance.

*Keywords: work discipline, work stress, employee performance*