

## **ABSTRACT**

*Human resources play an important role in achieving the vision and mission of a company or organization. Factors that need to be considered because the impact that has a large enough impact on employee performance is job stress and job satisfaction. Based on the results of the pre-questionnaire on 54 employees at the Class 1 Tpi Bandung Immigration Office, job stress and job satisfaction are in the high category with the proportions of 63.80% and 68.48%, respectively.*

*This study aims to see how the description of the level of job stress and job satisfaction, as well as the influence of job stress and job satisfaction on the performance of the employees of the Class 1 Tpi Bandung Immigration Office. This research uses quantitative methods with descriptive and causal research types. The sample was taken by using probability sampling method, simple random sampling, with a total sample of 54 people. The data analysis technique used is descriptive analysis and multiple regression analysis.*

*Based on the results of hypothesis testing simultaneously, the variables of job stress and job satisfaction have a positive and significant effect on employee performance in the Class 1 Immigration Office of Tpi Bandung. While partially job stress has a positive and significant effect on the performance of the Class 1 Tpi Bandung Immigration Office employees and job satisfaction has a positive and significant effect on the performance of the Class 1 Tpi Bandung Immigration Office employees. Based on the coefficient of determination, it was found that job stress and job satisfaction at the Class 1 Tpi Bandung Immigration Office was able to explain the performance of 90.82% and the remaining 9.18% from other variables not examined in this study.*

**Key Words : Job Stress , Job Satisfaction, and Employee Performance.**