

ABSTRACT

Human resources are a strategic factor in all organizational activities. Divided into several generations, one of which is generation z as the new generation of workers. Currently, West Java dominates the highest generation Z level in Indonesia at 17.97%. Generation Z is a group that was born at a time when there was rapid technological change or could be called this generation who are effective workers in the digital era. At work, one of the factors that can hinder the achievement of company goals is work stress. If work stress is not managed well, it will affect employee performance and will hinder the achievement of company goals.

This research aims to determine the level of work stress, the level of employee performance, and the influence of work stress on employee performance in generation z in West Java. The aspects studied include task demands, personal demands, work quality, work quantity, timeliness, work effectiveness, independence, and the desire to develop.

The method used in this research is quantitative. The sampling method in this research used non-probability sampling with a purposive sampling technique. The data collection method was carried out by distributing questionnaires to 400 respondents as a sample from a total population of 4,185,632 Generation Z employees in West Java. In this questionnaire there are 20 questions. Data processing in this research uses SPSS 29 software. In explaining the research results, data analysis techniques use descriptive analysis and simple linear regression analysis.

The results of data processing show that the level of work stress in Generation Z in West Java is in the neutral group at 67.11%. And the results of data processing for the level of employee performance in Generation Z in West Java are 81.43% or included in the good category. Furthermore, the magnitude of the influence of work stress on employee performance in Generation Z in West Java is 18.7%, while the remaining 81.3% is influenced by other variables outside this research. The results of the simple linear regression test show that work stress has a negative and significant effect on employee performance in generation z in West Java.

It is recommended that every company pay more attention to workload and provide free time so that Generation Z employees in West Java can solve problems with good results.

Keywords: *Job Stres, Employee Performance, Generation Z.*