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THE INFLUENCE OF COMPETENCE, DISCIPLINE AND WORK STRESS ON EMPLOYEE PERFORMANCE IN PT ARTHA CENTRA BANGUN PERKASA MEDAN

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Abstract

The purpose of this study was to analyze the decline in employee performance at PT Artha Centra Bangun Perkasa. HR plays an important role in achieving the goals of the organization or company. Therefore HR is required to be professional, and efficient in facing challenges and opportunities. In this case, the organization or company must pay attention to the competence and discipline of each employee. Competence shows the expertise possessed to carry out the task, and competency coupled with discipline will show a sense of responsibility. Apart from these two things, work stress also affects the decline in a person's performance because it causes physical and psychological disorders. The total population of 35 people and 30 people from companies engaged in the same industry for the validity test. The method used is quantitative with quantitative descriptive research, using interviews, questionnaires and study documentation. Multiple linear regression, coefficient of determination and simultaneous testing to be used in the analysis method. The results of the study have shown that competency, discipline and work stress simultaneously and partially have a positive effect on employee performance.

Keywords: Competence, Discipline, Work Stress, Performance.

1. Introduction

Every Human resources are the main elements in an organization that are planners and executors in every organization's activities. Because it is a vital point in strategic and strategic activities, the source of human funds is more important than the system, technology, procedures or sources of capital. Thus the passage of parts in the organization depends on human resources to manage the organization in order to achieve the goals set. High quality and capacity of human resources certainly produce good performance for the organization. Effective employee performance can be created with competence, discipline and work stress that is appropriate for each. Effective competence for education that is appropriate to the work they do. Not only that the discipline of work in the company can be done by several ways to provide clear penalties for violators and give gifts to companies that adhere to company regulations. In addition, work stress in the company can help with work methods that are appropriate to their abilities.

Through an initial interview with the leadership of PT Artha Centra Bangun Perkasa, the company discussed several issues in work competence, work discipline and work stress on the performance of employees that have been set in each division of the company. This is related to frequent mistakes - mistakes when doing some work and become undisciplined at work as a result many employees who resigned because of the problem. This problem arises because it concerns the company's attention to employee competencies and employee

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competencies in improving employee performance and productivity. Based on the background of the debate that occurred in the company, the researchers conducted a study entitled "The Influence Of Competence, Discipline And Work Stress On Employee Performance In PT Artha Centra Bangun Perkasa Medan".

2. Literature Review

Work Competency

According to Priansa (2018) work competency is a capacity that exists in a person which is an ability or skill so that employees can be responsible for work. According to Wibowo (2016), explaining there are five types of competency characteristics: (1) Motives are actions that someone wants consistently. (2) Trait is information obtained from the consistency of physical and reaction-specific characteristics. (3) The concept of self is something that describes a person. (4) Knowledge is something that someone knows in a particular field. (5) Skill is an expertise that is owned by someone in carrying out their duties.

Work Discipline

According to Supomo (2018), discipline is a means used by companies to communicate with their employees so that they obey the rules and norms of the organization that have been set. According to Supomo (2018), indicators of discipline are: (1) Objectives and abilities, which can influence the discipline of the clergy. The goals to be achieved must be clear and ideally set and quite challenging for the ability of employees. (2) Exemplary leadership. A leader must be a role model in order to set an example for his employees. (3) Reward services. Repayments (salary and security) also affect employee discipline because they can provide employee satisfaction and loyalty to the organization. (4) Justice. Justice also supports the establishment of discipline. Because ego and human nature always feel important and always want to be treated equally. (5) Waskat. Waskat (inherent supervision) is the most effective direct action in bringing about discipline. (6) Penalty sanctions. Penalty sanctions have an important role in maintaining discipline. Because the heavier the penalties obtained by the employee will be more obedient to applicable regulations so that violations committed by employees will be reduced. (7) Leadership firmness. Leadership assertiveness is an action taken for employees who commit violations in order to realize the company's discipline. (8) Human relations. Discipline is the most important HR function and is a reference to measure / find out whether the other HR roles have been carried out as a whole.

Work Stress

According to Sunyoto (2016), work stress is a dynamic state of an employee which is shown in the conflict between obstacles, requests and opportunities for what he expects and the results have an uncertain and important impression. According to Sopiah (2018), the causes of work stress can be seen in three parts, namely: (1) Physical. The impact of stress on the physical is easily recognized. There are several diseases that can be considered that the person is experiencing stress such as heart disease, high blood pressure, headaches, sleep disorders, and others. (2) Psychic. As a result of stress on the psychological aspects can be known. Among them can be seen from the level of job satisfaction down, depression, fatigue, depressed and not excited. (3) Behavior. The impact of stress can be known through behavior, can be seen from low performance, increased work accident rates, wrong decision making, high work absenteeism and aggression in the workplace.

Employee Performance

According to Kasmir (2016), performance is the result obtained in completing work and given responsibilities within a certain time. According to Wibowo (2014), seven performance indicators include the following: (1) Objectives. Is a better condition to be achieved in the future. (2) Standard. Standards are a scale of whether the objectives expected can be achieved. Without standards, it cannot be known when a goal will be achieved. (3) Feedback. Feedback is a suggestion that can be used to assess performance progress, performance standards and objectives that have been achieved. (4) Tools or facilities. Tools or facilities are resources that can be used to help achieve goals smoothly. (5) Competence. Competence is the main requirement in

performance. Competence is a person's ability to carry out the tasks given to him well. (6) Motives. Motives are the basis or driving force for someone to do something. (7) Opportunities. Employees need to get the opportunity to show the work they have. There are two factors that contribute to the lack of opportunities for achievement, namely the availability of time and the ability to meet requirements.

Hypothesis Development

Theory of Effect of Competence on Employee Performance

According to Sedarmayanti (2015), Competency (competency) is a special characteristic possessed by someone that can affect excellent performance. According to Wibowo (2016), competence is a special characteristic in every person associated with benchmarks that serve as a reference to superior or effective performance in a job or situation. According to Marwansyah (2016), competency-based HR management systems create structure and discipline to generate the best efforts of employees, and ultimately the best performance for organizations. This system also includes a transition from the traditional way of managing HR based on what a person has (qualifications) to what someone can do (performance).

Theories of the Effect of Discipline on the Performance of Riches

According Sinambela (2016), discipline is a way taken to deal with performance problems that involve the company in solving these problems. According to Hasibuan (2016: 193), discipline is the most important thing to achieve high performance. According to Fahmi (2017), disciplinary action to solve problems carried out with the lowest level of coercion and pressure in accordance with what is needed.

Theory of Effect of Stress on Employee Performance

According to Sunyoto (2013), stress felt by employees due to the environment they face will affect their performance and job satisfaction. So the management needs to improve the quality of the environment for employees. Thus the stress experienced by employees will decrease. According to Fahmi (2016), one of the effects of stress due to a decrease in work performance in an organization. According to Hamali (2018), workplace stress has been proven to be detrimental to the health and well-being of employees, as well as negatively affecting work performance and profits at work.

Framework Thinking and Hypotheses
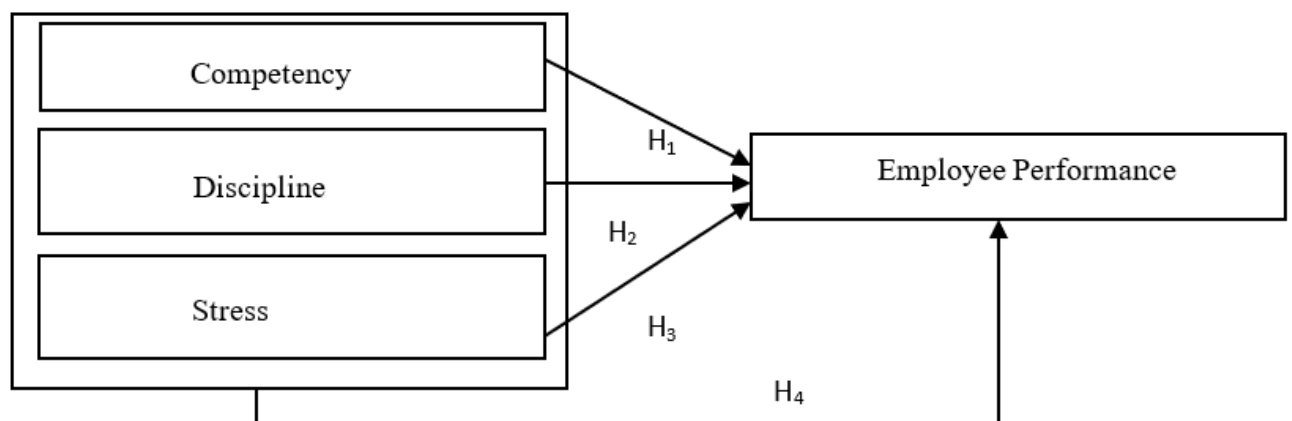
Figure 2.1 Research Model

Source: Study Literature (authors, 2019).

The hypothesis can be interpreted as a temporary answer to the problem posed, and the answer will still be empirically tested for its truth. Based on the problem formulation that has been explained, the hypothesis is a temporary conclusion on how the influence of two independent variables on one dependent variable. The hypotheses in this study are:

- H1: Competence has a significant influence on employee performance at PT Artha Centra Bangun Perkasa.
- H2: Discipline has a significant influence on employee performance at PT Artha Centra Bangun Perkasa.
- H3: Job stress has a significant effect on employee performance at PT Artha Centra Bangun Perkasa.
- H4: Competence, discipline and work stress have a significant influence on employee performance at PT Artha Centra Bangun Perkasa)

3. Methods

This research was conducted at PT Artha Centra Bangun Perkasa Medan on the road Sumarsono 55 - 56 Komplek Graha Metropolitan. The time of the study began from April 2019 to January 2020. The approach in this research is a quantitative research method. According to Sugiyono (2017), quantitative research methods can be interpreted as research methods based on positivism ideology, used to examine populations or specific samples, sampling techniques are generally carried out randomly, so that data collection can use research tools, data analysis is quantitative / statistics with the aim to test the hypothesis that has been set. Descriptive and quantitative research methods to be used by researchers. According to Sugiyino (2012), "descriptive statistics that serve to provide an overview of the object under study or sample education, without analyzing and making inferences that apply". While quantitative statistics, according to Sugiyono (2012), "constitute data that is framed (scoring)". "Explanatory research is research that aims to examine the causality between variables that describe a particular phenomenon".

According to Sugiyono (2017), "the population is an area of generalization consisting of: objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn". The population in this study were permanent employees at PT Artha Centra Bangun Perkasa with a total of 35 employees. According to Sugiyono (2017), the sample is part of the number of characteristics possessed by the population. The sampling technique of this study used saturated sampling. According to Sugiyono (2017), "saturation sampling is a sampling technique if all members of the population are used as samples". The number of samples used was 35 permanent employees of PT Artha Centra Bangun Perkasa while 30 respondents were used for validity and reliability tests taken from the PT Teguh Mandiri company located at Jalan Sekip.

To carry out this research, the collection of data related to the problem in question is carried out by: (1) Interview (interview). According to Sugiyono (2017), "the interview is used as a stage in data collection if the researcher wants to conduct a preliminary study in order to find problems that must be examined and also if the researcher wants to know the things of his respondents are few / small. (2) Questionnaire (Questionnaire). According to Sugiyono (2017), "the questionnaire is a data collection technique that is done by giving a number of questions or written statements to respondents to be answered". (3) Documentation. According to Sugiyono (2017), documents are a number of data that have been obtained in various forms of media such as newspapers, photos and other media. According to Algifari (2015), there are many ways that can be used to collect data, for example researchers directly come to an agency that will be examined, through a questionnaire (questionnaire), or from a report issued by an agency. If the data received directly from the agency that will be examined, whether directly coming to the object, or through a questionnaire (questionnaire), then the data is called primary data. While the data obtained from reports from an organization, the data is called secondary data.

Identification and Operational Personnel of Research Variables

Table 3.1 Operationalization Variables

Variable	Definition	Indicators	Scale
Competency (X_1)	According to Marwansyah (2016), competency-based HR management systems create structure and discipline to generate the best efforts of employees, and ultimately the best performance for organizations. This system also includes a transition from the traditional way of managing HR based on	1. Nature 2. Self Concept 3. Knowledge 4. Skills Source: Wibowo (2016)	Likert Scale

	what a person has (qualifications) to what someone can do (performance). Source: Marwansyah (2016)		
Discipline (X$_2$)	According to Fahmi (2017), disciplinary action to solve problems carried out with the lowest level of coercion and pressure in accordance with what is needed. Source: Fahmi (2017)	1. Tean and Leader 2. Justice 3. Beware 4. Penalty Sanctions Source: Supomo (2018)	Likert Scale
Stress (X$_3$)	According to Sunyoto (2013), stress felt by employees due to the environment they face will affect their performance and job satisfaction. So the management needs to improve the quality of the environment for employees. Thus the stress experienced by employees will decrease. Source: Sunyoto (2016)	1. Physical 2. Psychic 3. Behavior Source: Sopiah (2018)	Likert Scale
Performanc e (Y)	According to Kasmir (2016), performance is the result obtained in completing work and responsibilities given within a certain time. Source: Kasmir (2016)	1. Purpose 2. Standards 3. Feedback 4. Tools or Facilities 5. Opportunities Source: Wibowo (2014)	Likert Scale

Source: Researcher Data (2019).

Referring to the objectives and research hypotheses, the research model used is multiple linear regression analysis. According to Siregar (2014), "multiple regression is the development of simple linear regression, which are tools that can be used to predict future demand, based on past data or to understand the effect of one or more independent variables on one variable that is not free (dependent) ". The formula = Y = a + b1X1 + b2X2 - b3X3 + e. Information. Y = Employee Performance, X1 = Work Competence, X2 = Work Discipline, X3 = Job Stress, a = Constant, b1,2,3 = regression coefficient, e = Error (5%).

Coefficient of Determination

According to Algifari (2015), "the coefficient of determination can be used as a guide to find out how far the independent variable can explain the dependent variable. The magnitude of the coefficient of determination is the square of the correlation coefficient. Lack of use of the coefficient of determination is bais for the number of independent variables entered into the model. Each additional one independent variable, the coefficient of determination must increase even though the variable significantly influences the adjusted R2 variable when evaluating which regression model is best, unlike R2, the adjusted R2 value can go up and down if when the independent variable is added to the model.

Simultaneous Hypothesis Testing (F-Test)

According to Sunyoto (2012) "F test is used to determine the effect of the independent variables on the dependent variable together. In this study Fcount was compared with Ftable with a significant (a) = 5%, the F test test criteria ie:
H0 is accepted if Fcount ≤ Ftable, a significant level a = 5%
Ha is accepted if Fcount> Ftable, a significant level of a = 5%

Partial Hypothesis Testing (t-Test)

According to Sunyoto (2012) t test is used to determine the meaningful (significant) relationship or influence between independent variables partially on the dependent variable. In this study the value of tcount will be compared with the value of ttable, with the criteria for decision making is.
H0 is accepted if the table ≤ t count ≤ t table (with a significant level α = 5%).

Ha is accepted if tcount <ttable or tcount> ttable (with a significant level α = 5%).

4. Results and Discussion

Company Overview PT Artha Centra Bangun Perkasa

PT Artha Centra Bangun Perkasa is a building material company located in Medan. Bediri since 2005 PT Artha Centra Bangun Perkasa was established and is located at the Captains of Sumarsono 55-56 Graha Metropolitan Complex. PT Artha Centra Bangun Perkasa carries good quality in order to be able to provide consumer expectations according to existing policies. The products that are sold by companies are various types, quality and price. The company's vision is a distributor of building materials with good quality and services so that customer satisfaction can be achieved. The company's goal is to apply good service to satisfy consumers and to pay attention to product quality on a regular basis in order to produce good products.

Characteristics of Respondents

The percentage of employees viewed from age, sex and recent education, which can be seen in the following table:

Table 4.1 Characteristics of Respondents by Gender

Age	Total Employees	Percentage
20-30	17	48.57%
30-40	15	42.86%
> 41	3	8.57%
Total	**35**	**100%**

Source: Researcher Data, 2019.

Table 4.1 respondents who have ages 20-30 years are 17 people (48.57%), respondents who have 30-40 years old are 15 people (42.86%), and respondents who have age over 41 years are 3 people (8.57%). Judging from the results above, the majority of respondents were 20-30 years old. Based on the table the majority of respondents are at the age of 20-30 years, because it is easier when making changes to the office work system and lifting materials to be sold to consumers.

Table 4.2 Characteristics of Respondents Based on Recent Education

Gender	Total Employees	Percentage
Woman	13	37,14%
Man	22	62,86%
Total	**35**	**100%**

Source: Researcher Data, 2019.

Table 4.2 20 people (57.14%) have high school education, 3 people (8.57%) D-3 education level and 12 people (34.29%) S1 education level. Based on the results that the majority of respondents have a high school education level.

Table 4.3 Characteristics of Respondents Based on Recent Education

Length of work	Total Employees	Percentage
<1	12	34,29%
1-3	21	60,00%
>3	2	5,71%
Total	**35**	**100%**

Source: Researcher Data, 2019.

Table 4.3 respondents as many as 12 people (34.29%) who have worked no longer than 1 year, amounting to 21 people (60.00%) who have a service life of 1-3 years and by 2 people (5.71%) who have long years of work above 4 years. The majority of respondents in this study are employees who have 1-3 years of service.

Descriptive Statistics

The following are descriptive statistics of the respondents' minimum, maximum and average answers, namely:

Table 4.4 Descriptive Statistics

Variables	N	Minimum	Maximum	Mean	Std. Deviation
Competency	335	15	37	23.77	5.776
Discipline	335	11	33	20.40	4.394
Stress	335	13	29	17.97	3.706
Performance	335	15	33	24.23	3.964
Valid N (listwise)	**335**				

Source: Output SPSS (2019).

Table 4.4 based on the above table, the competency variable can be sampled by 35 respondents with an average of 23.77, a minimum of 15 while a maximum of 37 and a standard deviation of 5.776. The discipline variable can be sampled 35 respondents with an average of 20.40, a minimum of 11 while a maximum of 33 and a standard deviation of 4.394. The stress variable can be sampled 35 respondents with an average of 17.97, a minimum of 15 \ 3 while a maximum of 29 and a standard deviation of 3.706. Performance variables can be sampled 35 respondents with an average of 24.23, a minimum of 15 while a maximum of 33 and a standard deviation of 3.964.

Normality Test

The normality data is seen in the histogram graph and the normal probability plot. The following are the results of the normality test for the histogram chart and the normal probability plot.
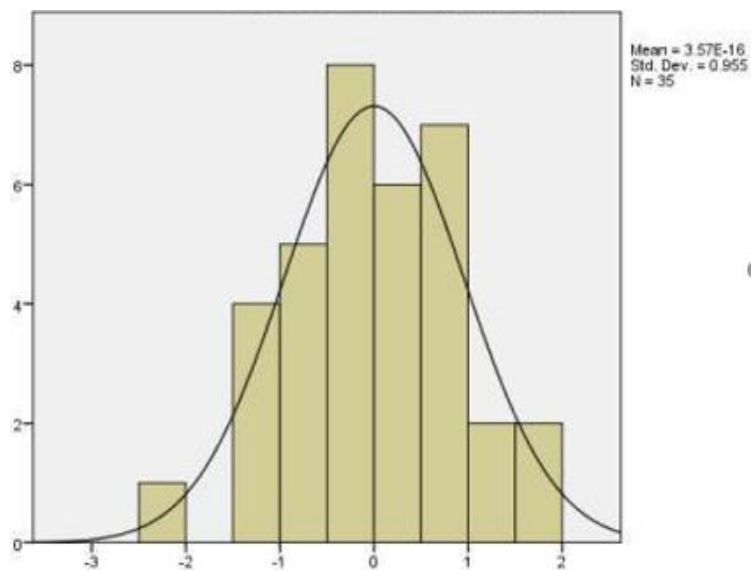
Figure 4.1 Histogram Graph Normality Test

Source: Output SPSS (2019).

Real data in the form of curves tend to be symmetrical (U) and spread, this shows the normal distribution, the regression model meets the assumption of normality.

Table 4.5 One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	2.54201683
Most Extreme Differences	Absolute	.080
	Positive	.053
	Negative	-.080
Kolmogorov-Smirnov Z		.471
Asymp. Sig. (2-tailed)		.979

Source: Output SPSS (2019).

Multicollinearity Test

Table 4.6 Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Competency	.854	1.171
Discipline	.847	1.181
Stress	.936	1.069

Source: Output SPSS (2019).

It can be seen the tolerance value of the independent competency variable is 0.854> 0.10, discipline 0.847> 1.10 and stress 0.936> 0.10. VIF value of competency independent variable 1,171 <10, discipline 1,181 <10 and stress 1,069 <10. Multicollinearity test does not arise correlation between independent variables.

Heteroscedasticity Test

Table 4.7 Glejser Test

Model	Sig
(Constant)	.117
Competency	.153
Discipline	.428
Stress	.516

Source: Output SPSS (2019).

Significant value of competence 0.153> 0.05, discipline 0.428> 0.05 and stress 0.516> 0.05, it was concluded that there was no heteroscedasticity.

Hypothesis Determination Coefficient

The coefficient of determination is intended to find out how much the model's ability to explain the dependent variable by looking at the Adjusted R Square number.

Table 4.8 Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,767[a]	,589	,549	2,662

Source: Output SPSS (2019).

The results of the coefficient of determination test can be seen as much as 0.549 which explains 54.9% of the dependent variable variations in employee performance which can be explained by variations in the independent variables of competence, discipline and work stress and the remaining 45.1% (100% -54.9%) explained by Other variables not examined in this study.

Simultaneous Hypothesis Testing (Test F)

The use of the F test is to show whether there is a simultaneous influence between the independent variables on the dependent variable.

Table 4.9 Anova

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	314,469	3	104,823	14,790	,000
	Residual	219,703	31	7,087		
	Total	534,171	34			

Source: Output SPSS (2019).

The value of F table at the significance level of 0.05 is 2.91, thus the SPSS calculation results are Fcount (14.790)> F table (2.91) and the probability of significance is 0.000 <0.05, meaning Ha is accepted and Ho is rejected, that is simultaneously competency, discipline and stress have a significant effect on employee performance at PT Artha Centra Bangun Perkasa.

Partial Hypothesis Testing (t Test)

Table 4.10 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.259	3.831		5.027	.000
	Competency	.223	.086	.326	2.612	.014
	Discipline	.339	.113	.376	3.000	.005
	Stress	-.404	.127	-.377	-3.169	.003

Source: Output SPSS (2019).

The value of the table for probability 0.05 at free degrees (df) = 35-4 = 31 is 2.04. T test results can be explained as follows:
1. Tcount competency test 2,612 | > ttable | 2.04 | and significant 0.014 <0.05
2. Discipline t test | 3,000 | > ttable | 2.04 | and significant 0.005 <0.05
3. Stress test stress | -3,169 | > ttable | -2.04 | and significant 0.003 <0.05
third of the X variables above significantly influence employee performance in the company PT Artha Centra Bangun Perkasa

$$Y = 19{,}259 + 0{,}223X_1 + 0{,}339X_2 - 0{,}404X_3$$

The purpose of the multiple linear regression equation is:

1. A constant of 19.259 explains that if there is no competency or constant, then employee performance is 19.259.
2. Competency regression coefficient of 0.223 and a positive value, meaning that every 1 unit increase in competence will increase employee performance by 0.223 units with the assumption that other variables are fixed.
3. Discipline regression coefficient of 0.339 and positive value, meaning that every 1 unit increase in discipline will cause an increase in employee performance of 0.339 units with the assumption that other variables are fixed.
4. Stress regression coefficient of -0.404 and negative value, this states that every 1 unit increase in stress will cause a decrease in employee performance by -0.404 units with the assumption that other variables remain.

Discussion

Effect of Competence on Employee Performance

Based on the assessment conducted by researchers there is the effect of competence on performance which has a calculated value of $t_{count} > t_{table}$ ($|2,612| > |2,04|$) with a significant value of $0.014 < 0.05$, then H0 is rejected and Ha is accepted, so it says competence has an effect on performance at PT Artha Centra Bangun Perkasa. According to Sedarmayanti (2015), Competency (competency) is a special characteristic possessed by someone that can affect excellent performance. Competence has an important role on the performance of employees at PT Artha Centra Bangun Perkasa. Inappropriate employee placement causes the employee to be unable to understand the work given, so the employee feels that the work given is too difficult and not easy to complete. This greatly affects the decline in employee performance. Therefore, PT Artha Centra Bangun Perkasa to pay attention to the appropriate work placement to employees in accordance with the capabilities of employees and educational background which also greatly helps a company to see how far the performance of its employees and makes it easier for companies to position or position in accordance with the abilities of each individual.

Effect of Discipline on Employee Performance

This study shows that there is a discipline's influence on performance. In the disciplinary variable has a calculated value $> t$ table ($|-3,169| > |-2.04|$) with a significant value of $0.005 < 0.05$, H0 is rejected and Ha is accepted, it can be concluded that the discipline variable (X2) influences performance (Y) at PT Artha Centra Bangun Perkasa. According Sinambela (2016), discipline is a way taken to deal with performance problems that involve the company in solving these problems. Work discipline also affects the decline in the performance of the employees of PT Artha Centra Bangun Perkasa. At PT Artha Centra Bangun Perkasa, employees have low discipline in working as well as behaving within the company. This can be seen from the high level of absenteeism, an increase in the number of employees experiencing delays and adjustments to work or tasks owned by employees not completed with the deadline given by the company before. Some of these things cause a lot of employee work that is often delayed so it is too late to be completed.

Effect of Stress on Employee Performance

Based on the results of the study explained that the influence of work stress on performance. In the disciplinary variable has a calculated value $> t$ table ($|-3,169| > |-2.04|$) with a significant value of $0.003 < 0.05$ then H0 is rejected and Ha is accepted so it can be concluded that stress (X3) affects the performance (Y) on PT Artha Centra Bangun Perkasa. The results of this study agree that according to Sunyoto (2013), the stress felt by employees due to the environment they face will affect their performance and job satisfaction. So the management needs to improve the quality of the environment for employees. Thus the stress experienced by employees will decrease. The solution to solving this problem is not to put heavy pressure on employees so that it does not cause stress. To reduce work stress that occurs in the company employees can share direction to their employees to be able to work faster, adding new employees is needed, the goal is so that employees do not get tired and work too much.

5. **Conclusion**

The conclusions from the results of this study are as follows, the partial calculation results obtained tcount> ttable or 2.612> ttable> 2.04 and 0.014 significant <0.05 means that competency partially has a positive and significant effect on employee performance at PT Artha Centra Bangun Perkasa. The calculation results are partially obtained value of t> t table or | 3,000 | > ttable | 2.04 | and a significance of 0.005 <0.05 means that Ha is accepted and Ho is rejected, that is, partially discipline has a positive and significant effect on employee performance at PT Artha Centra Bangun Perkasa. The calculation results are partially obtained t count> t table or | -3,169 | > ttable | 2.04 | and a significance of 0.003 <0.05 means that Ha is accepted and Ho is rejected, that is, partially, stress has a negative and significant effect on employee performance at PT Artha Centra Bangun Perkasa. The results of the study were simultaneously obtained F count (14.790)> F table (2.91) and a significance probability of 0.000 <0.05, meaning that Ha was accepted and Ho was rejected, that is simultaneously competency and discipline had a positive and significant effect on employee performance, while stress has a negative and significant effect on employee performance at PT Artha Centra Bangun Perkasa. The magnitude of the coefficient of determination can be seen from the Adjusted R Square value of 0.549, this means that 54.9% of the dependent variable variations can be explained by the independent variables of competence, discipline and stress while the remaining 45.1% (100% - 54.9%) explained by other variables not examined in this study.

Suggestions that are useful for this research are as follows, for Prima Indonesia University It is recommended to be able to publish the results of this study so that it can be used as reference material for further research. For PT Artha Centra Bangun Perkasa Companies should improve competencies more so that employees know what tasks they are doing. Companies can improve employee discipline ,, as for employees who violate the rules that have been set there must be strict sanctions for those who violate. Companies can reduce work stress on employees by giving employees time to complete the work they do. For further researchers. Attempted to add other variables in conducting research..

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