

## **ABSTRACT**

*This research is to analyze how the strong influence of the conflict and job stress with the performance of the employees of PT. Berco Wijaya Mandiri Depok (BMW) and the most influential variables on performance. PT. BMW is one company that began operations manufacturing and producing medical devices and accessories made of metal since 1998. Area of factory and its supporting facilities are now occupying 1500 square meters and located on Jl. TPA Jatimulya No.99 Village, Kec. Sukmajaya, Depok.*

*The population of this research is the number of employees at PT. BMW 100 people and this research was done by the census (not with sample) by reason of the relatively small population with a dominant male workers, with the dominant age of 20-30 years with high school education with a dominant berdominan working lives 60-10 years. In this research, the author conducts a census of human resources as an employee of PT BMW. Object of the study was the conflict, work stress and employee performance on PT.BMW. There are two variables used the independent variables and the dependent variable. Conflict and stress as independent variables and employee performance as the dependent variable. To test the influence variables, researchers used multiple linear regression method and the test T and F. Test According to the results obtained, Conflict and Stress effect on performance. Perception is clear that 52.2% of the Conflict and Stress influence on performance, the remaining 47.8% were influenced by other variables not examined in this study.*

*Finally, this study is useful for assisting the management of BMW in order to improve performance and enhance employee productivity. Besides, the results of this study can be used for further research as other research materials.*