Normal stress is defined as stress, tension or unpleasant interference from outside ourselves that can affect employees in carrying out their duties and responsibilities. Stress is highly individualized and essentially destructive if there is no balance between the mental endurance of individuals with mental feeling. With the stress of this work led to the hypothesis of the influence of job stress on employee job performance. To test this hypothesis conducted research with the title "The Effect of Job Stress Against Employee Job Performance".

The purpose of this study was to determine the effect of work stress on employee performance at Kebon Agung Malang. All populations sampled were 60 employees. In this study the analysis of the data used is multiple linear regression model. Before performing regression analysis, then test the validity, reliability and classical assumption, so that the resulting data will be good.

Based on the analysis of job stress can be known simultaneously affect the work performance of employees with significance $0.000 > 0.05$ level. Partially significance of variables (X1) Environmental level is 0.000, (X2) level of 0.037 organizations, and (X3) 0.022 Individual Level. All variables with a significance of less than 0.05 so that it can be said simultaneously Work Stress and partial effect on Employee Job Performance. And the most dominant independent variable is the variable (X3) 0.037 with a significance level of organization.