

## **ABSTRACT**

*This study aims to examine the effect of locus of control, internal control system, leadership style and work stress on employee performance. This study used 44 employees of the BPPKAD Revenue Section of Cilacap Regency. This research was carried out using multiple linear regression analysis. The first stage examines the validity and reliability of questions for each variable. The second stage, carried out variable regression influence of locus of control, internal control system, leadership style and work stress on employee performance. The results of this study indicate that locus of control variables affect employee performance, internal control system variables affect employee performance, leadership style variables affect employee performance, and job stress variables affect employee performance.*

*Keywords: locus of control, internal control system, leadership style, work stress and employee performance*

## ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh locus of control, sistem pengendalian internal, gaya kepemimpinan dan stres kerja terhadap kinerja pegawai. Penelitian ini menggunakan 44 orang pegawai BPPKAD Bagian Pendapatan Kabupaten Cilacap. Penelitian ini dilakukan dengan metode analisis regresi linier berganda. Tahap pertama menguji validitas dan reliabilitas pertanyaan setiap variabel. Tahap kedua, melakukan regresi variabel pengaruh locus of control, sistem pengendalian internal, gaya kepemimpinan dan stres kerja terhadap kinerja pegawai. Hasil penelitian ini menunjukkan bahwa variabel locus of control berpengaruh terhadap kinerja pegawai, variabel sistem pengendalian internal berpengaruh terhadap kinerja pegawai, variabel gaya kepemimpinan berpengaruh terhadap kinerja pegawai, dan variabel stres kerja berpengaruh terhadap kinerja pegawai.

Kata Kunci : *locus of control*, sistem pengendalian internal, gaya kepemimpinan, stres kerja dan kinerja pegawai.