**PENGARUH PENILAIAN KINERJA, MUTASI PEGAWAI, STRES KERJA TERHADAP KEPUASAN KERJA PEGAWAI**

**DI KANTOR WILAYAH DIREKTORAT JENDERAL PAJAK DAERAH ISTIMEWA YOGYAKARTA**

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**ABSTRAK**

Riset ini bertujuan untuk menganalisis pengaruh penilaian kinerja, mutasi pegawai, dan stres kerja terhadap kepuasan kerja pegawai di Kanwil DJP D.I. Yogyakarta. Faktor-faktor ini dianggap penting karena dapat secara signifikan memengaruhi kepuasan kerja, yang pada gilirannya memengaruhi efektivitas keseluruhan organisasi. Studi ini menggunakan metodologi kuantitatif, menggunakan kuesioner untuk mengumpulkan data yang disebarkan di kalangan pegawai di kantor DJP D.I. Yogyakarta. Metode analisis data dilakukan dengan regresi berganda. Hasil riset menunjukkan bahwa penilaian kinerja maupun mutasi pegawai secara positif memengaruhi kepuasan kerja pegawai. Sebaliknya, stres kerja memengaruhi secara negatif, artinya bahwa tingkat stres yang lebih tinggi membuat kepuasan kerja yang lebih rendah di kalangan pegawai. Riset diharapkan memberikan kontribusi dalam pengelolaan SDM di Kanwil DJP D.I. Yogyakarta, terutama dalam perumusan kebijakan yang berkaitan dengan penilaian kinerja, mutasi pegawai, dan pengelolaan stres kerja guna meningkatkan kepuasan kerja pegawai.

**Kata Kunci**: Penilaian Kinerja, Mutasi Pegawai, Stres Kerja, Kepuasan Kerja, Kantor Wilayah Direktorat Jenderal Pajak, Daerah Istimewa Yogyakarta

**THE INFLUENCE OF PERFORMANCE APPRAISAL, EMPLOYEE MUTATION, AND WORK STRESS ON EMPLOYEE JOB SATISFACTION AT REGIONAL OFFICE OF THE DIRECTORATE GENERAL OF TAXES OF THE SPECIAL REGION OF YOGYAKARTA.**

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**ABSTRACT**

This research aims to analyze the influence of performance appraisal, employee transfer, and work stress on employee job satisfaction at the Regional Office of the Directorate General of Taxes of the Special Region of Yogyakarta. These factors are considered important because they can significantly affect job satisfaction, which in turn affects the overall effectiveness of the organization. This study uses a quantitative methodology, using a questionnaire to collect data distributed among employees at the Regional Office of the Directorate General of Taxes of the Special Region of Yogyakarta. The data analysis method is carried out using multiple regression. The results of the research show that performance appraisal and employee transfer positively affect employee job satisfaction. Conversely, work stress negatively affects, meaning that higher levels of stress lead to lower job satisfaction among employees. The research is expected to contribute to HR management at the Regional Office of the Directorate General of Taxes of the Special Region of Yogyakarta, especially in formulating policies related to performance appraisal, employee transfer, and work stress management in order to improve employee job satisfaction.

**Keywords**: Performance Appraisal, Employee Mutation, Work Stress, Job Satisfaction, Regional Office of the Directorate General of Taxes of the Special Region of Yogyakarta.