

ABSTRACT

**THE EFFECT OF TOXIC WORKPLACE ENVIRONMENT AND
MENTAL HEALTH ON TURNOVER INTENTION**
(Case Study on Production Employees in CV. Ciamis County One Star)

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The purpose of the research conducted was to determine and analyze the Effect of Toxic Workplace Environment and Mental Health on Turnover intention (Case Study on Production Employees in CV. Ciamis County One Star). The research method used uses survey research methods. The study sample (N) taken was 40 people. The data analysis tools used are path analysis, coefficient of determination and hypothesis testing. The results showed that the Toxic Workplace Environment has very high assessment criteria. Mental Health has good assessment criteria. Turnover intention has very high assessment criteria. Toxic Workplace Environment work affects Turnover intention, Mental Health work does not affect Turnover intention.

Keywords: *Toxic Workplace Environment, Mental Health, Turnover intention*

ABSTRAK

PENGARUH *TOXIC WORKPLACE ENVIRONMENT* DAN *MENTAL HEALTH* TERHADAP *TURNOVER INTENTION*

(Studi Kasus Pada Karyawan Bagian Produksi di CV. Bintang Satu Kabupaten Ciamis)

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Tujuan penelitian yang dilakukan untuk mengetahui dan menganalisis Pengaruh *Toxic Workplace Environment* dan *Mental Health* Terhadap *Turnover intention* (Studi Kasus Pada Karyawan Bagian Produksi di CV. Bintang Satu Kabupaten Ciamis). Metode penelitian yang digunakan menggunakan metode penelitian survey. Sampel penelitian (N) yang diambil adalah 40 orang. Alat analisis data yang digunakan adalah analisis jalur, koefisien determinasi dan pengujian hipotesis. Hasil penelitian menunjukkan bahwa *Toxic Workplace Environment* memiliki kriteria penilaian sangat tinggi. *Mental Health* memiliki kriteria penilaian baik. *Turnover intention* memiliki kriteria penilaian sangat tinggi. *Toxic Workplace Environment* kerja berpengaruh terhadap *Turnover intention*, *Mental Health* kerja tidak berpengaruh terhadap *Turnover intention*.

Kata kunci: *Toxic Workplace Environment, Mental Health, Turnover intention*