

**ABSTRACT**

***THE EFFECT OF TOXIC WORKPLACE ENVIRONMENT  
AND JOB BURNOUT ON  
EMPLOYEE PERFORMANCE  
(Research on Employees of the Finishing & Packing  
PT. San-N Garmino Tasikmalaya)***

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*The purpose of this study was to determine and analyze the influence of the toxic workplace environment and job burnout on employee performance in the Finishing & Packing of PT. San-N Garmino Tasikmalaya. The research method used was a survey method with quantitative research. Data collection techniques carried out by distributing questionnaires to 49 respondents taken from employees of the finishing & packing of PT. San-N Garmino Tasikmalaya. Sampling using purposive sampling and data analysis method using multiple linear regression analysis. Based on the research results, it is known that the Toxic Workplace Environment has a negative and significant effect on employee performance, Job Burnout has a negative and significant effect on employee performance, and Toxic Workplace Environment, and Job Burnout are proven to be predictors of employee performance in the Finishing & Packing of PT. San-N Garmino Tasikmalaya.*

**Keywords:** *Toxic Workplace Environment, Job Burnout, Employee Performance*