

ABSTRACT

For past three years employee turnover has a fairly high number at PT.XYZ. This condition is a challenge for the company to keep grow and running its target and goals. Based on the interview and observations, employee start feel uncomfortable which triggers the employee engagement of PT.XYZ that affecting the turnover of the employee. In recent years the company has been aggressively developing its business by expanding the business wider. This challenge is the main focus of employees in order to achieve their goals. The pressure on employees will be different. This pressure on employees can stimulate toxic environment in the company so that it can affect employee engagement.

The purpose of this study is to describe the toxic workplace environment employee engagement, and Job burnout at PT.XYZ, and the influence of the toxic workplace environment to employee engagement at PT. XYZ by using job burnout as a mediating variable.

The method used in this research is to use quantitative methods, with the type of descriptive research, and the type of causal investigation. In this study the data obtained by distributing questionnaires to 160 respondents or employee at PT. XYZ. The method used is non-probability sampling and using purposive random sampling. This study used partial least squares structural equation modelling (PLS-SEM version 3.3.3).

The result of the descriptive analysis show that the toxic workplace environment variable at PT.XYZ is in the medium category, job burnout is in the medium category, and employee engagement is in the high category. Based on the results of the analysis of the coefficient determination, the R-square value shows that job burnout affects the toxic workplace environment variable by 76,1% and employee engagement is influenced by toxic workplace environment with job burnout as mediation variable is 73,4%.

The conclusion of the hypothesis testing results proves that a toxic workplace environment has a negative and significant effect on employee engagement and job burnout supporting the mediation relationship in PT.XYZ. The result of this study are expected to be input for PT.XYZ to be able to increase employee engagement at the company by facilitating the socialization of stress management and a healthy and balanced work environment culture that could help to decrease the existence of toxic workplace environment at PT.XYZ

Keyword: Toxic Workplace Environment, Employee Engagement, Job burnout.