

## **ABSTRACT**

*This study aims to determine the effect of toxic leadership and employee engagement on work achievement at PT Glory Offset Press. The type of research is quantitative with regression techniques, using SPSS version 26 software. The study uses a saturated sample, where the entire population is the research sample, which is 81 employees. Data collection techniques using a questionnaire. The results of research on employees of PT Glory Offset Press show that there is a negative and significant effect of toxic leadership on employee work achievement with a coefficient of determination ( $R^2$ ) of 0.052 which means that toxic leadership has an effect of 5.2% and the  $t_{count} -2.078 > t_{table} 1.66462$  and a significance value of  $0.041 < 0.05$ . Furthermore, employee engagement has a positive influence on work achievement with a coefficient of determination ( $R^2$ ) of 0.137, which means that employee engagement has an effect of 13.7% and a  $t_{count} -3.548 > t_{table} 1.66462$  and a significance value of  $0.001 < 0.05$ . Furthermore, toxic leadership and employee engagement simultaneously affect work achievement with a coefficient of determination ( $R^2$ ) of 0.217, which means that it simultaneously has an effect of 21.7% and the calculated  $F_{count} 10,822 > F_{Table} 3.11$ .*

**Keywords:** toxic leadership, employee engagement, work achievement

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Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh *toxic leadership* dan *employee engagement* terhadap prestasi kerja karyawan pada PT Glory Offset Press. Jenis penelitian ini adalah kuantitatif dengan teknik regresi, menggunakan *software SPSS* versi 26. Penelitian menggunakan sampel jenuh, dimana seluruh populasi menjadi sampel penelitian, yaitu berjumlah 81 orang karyawan. Teknik pengumpulan data menggunakan kuesioner. Hasil penelitian pada karyawan PT Glory Offset Press menunjukkan bahwa terdapat pengaruh negatif dan signifikan *toxic leadership* terhadap prestasi kerja karyawan dengan nilai koefisien determinasi ( $R^2$ ) sebesar 0,052 yang berarti *toxic leadership* memberikan pengaruh sebesar 5,2% dan nilai  $t_{hitung} -2.078 > t_{tabel} 1.66462$  serta nilai signifikansi  $0,041 < 0,05$ . Selanjutnya *employee engagement* memiliki pengaruh positif terhadap prestasi kerja karyawan dengan nilai koefisien determinasi ( $R^2$ ) sebesar 0,137 yang berarti *employee engagement* memberikan pengaruh sebesar 13,7% dan nilai  $t_{hitung} -3.548 > t_{tabel} 1.66462$  serta nilai signifikansi  $0,001 < 0,05$ . Selanjutnya *toxic leadership* dan *employee engagement* secara simultan berpengaruh terhadap prestasi kerja karyawan dengan nilai koefisien determinasi ( $R^2$ ) sebesar 0,217 yang berarti secara simultan berpengaruh sebesar 21 ,7% dan nilai  $F_{hitung} 10,822 > F_{Tabel} 3,11$ .

**Kata kunci:** *toxic leadership*, *employee engagement*, prestasi kerja