

ABSTRAK

Penelitian ini memiliki tujuan yaitu untuk memahami dampak pengaruh *salary deduction* dan *work termination* terhadap *mental health* karyawan PT. Cahaya Indo Persada di Surabaya. Termasuk dalam penelitian deskriptif dan memakai metode kuantitatif. Dengan jumlah sampel 52 dengan teknik *sampling* jenuh. Teknik analisa data menggunakan uji instrumen meliputi validitas dan reliabilitas, uji regresi linear berganda, uji asumsi klasik meliputi normalitas, heteroskedastisitas, dan autokorelasi, serta uji hipotesis meliputi uji t dan uji f. Hasil yang diperoleh dari uji F (simultan) adalah 621,173 sig 0,000. Yang menunjukkan bahwa variabel penelitian yaitu *Salary Deduction* (X^1) dan *Work Termination* (X^2) berpengaruh secara positif dan signifikan terhadap *Mental Health* (y).

Kata kunci : *Salary Deduction, Work Termination dan Mental Health.*

ABSTRACT

This study has a purpose, namely to understand the impact of salary deduction and work termination on the mental health of PT. Cahaya Indo Persada in Surabaya. Included in descriptive research and using quantitative methods. With the number of samples 52 with saturated sampling technique. Data analysis techniques using instrument tests include validity and reliability, multiple linear regression test, classical assumption test includes normality, heteroscedasticity, and autocorrelation, and hypothesis testing includes t test and f test. The results obtained from the F test (simultaneous) were 621,173 sig 0,000. Which shows that the research variables, namely Salary Deduction (X1) and Work Termination (X2) have a positive and significant effect on Mental Health (y).

Keywords: *Salary Deduction, Work Termination and Mental Health.*