

## **ABSTRACT**

*This study aims to examine the effect of Burnout and Worklife Balance on Employee Performance with Work Motivation as an intervening variable (Study on Employees of PT. Sai Apparel Industries Semarang). In this study, data processing was assisted by SmartPLS 4.0 with a sample of 155 respondents at PT. Sai Apparel Industries Semarang, the results of this study indicate that burnout significantly affects employee performance. Worklife balance also significantly affects employee performance. Work motivation is able to mediate burnout and worklife balance variables in improving employee performance, this shows that burnout and worklife balance can improve employee performance through work motivation.*

*This finding shows that proper and good management of burnout and worklife balance can improve employee performance through work motivation. Companies that can provide good policies for employees to manage burnout, worklife balance and provide proper motivation will tend to be able to influence employees in improving employee performance owned by the company. This study provides important implications for employees and also companies in encouraging employees to improve performance to achieve targets as expected.*

**Keywords:** *Burnout, Worklife Balance, work motivation, employee performance, SmartPLS 4.0.*