

## ABSTRACT

*Employee performance is a crucial factor in supporting organizational success. One approach considered effective in improving performance is by providing training and support for employee work-life balance. This research aims to analyze the influence of training programs and work-life balance on employee performance, with employee engagement serving as an intervening variable.*

*The study was conducted on 85 permanent employees of Bank Rakyat Indonesia (BRI) Blora Branch Office. Data was collected by distributing questionnaires to the sample, which was selected through the census method of sampling. The questionnaire items were measured using a Likert scale. The research method employed was quantitative with a Structural Equation Modeling-Partial Least Squares 4.0 (SEM-PLS) approach.*

*The results show that training programs and work-life balance have a positive and significant effect on employee performance. Furthermore, employee engagement was proven to successfully mediate the relationship between training programs and work-life balance with employee performance.*

***Keywords: Training Program, Work-Life Balance, Employee Engagement, Employee Performance.***