

ABSTRACT

The practice of Telework due to COVID-19 has changed the way employees work, especially in relation to Employee Performance. This study aims to identify, analyze, and test the effect of Telework on Employee Performance through the mediation of Work-Life Balance and Technostress during the COVID-19 pandemic. This research adopts a quantitative approach with 115 employee respondents on Java Island, Indonesia. This study uses the SmartPLS 3.0 application to help process data with the Second-Order SEM-PLS analysis technique with the Embedded Two-Stage method. The results showed that Telework has a positive and significant effect on Employee Performance and Work-Life Balance, as well as a negative and significant effect on Technostress. Work-Life Balance has a positive and significant effect on Employee Performance, while Technostress has a negative and significant effect on Employee Performance. In addition, it was found that Work-Life Balance and Technostress had a positive and significant mediating effect on Telework and Employee Performance during the COVID-19 pandemic.

Keywords: *Telework, Work-Life Balance, Technostress, Employee Performance, COVID-19 Pandemic*

