

ABSTRACT

Mental health disorders are one of the factors that can affect employees' performance in carrying out their work responsibilities. Conditions such as stress, anxiety, and depression may reduce an individual's ability to work optimally and increase the risk of experiencing burnout. This study aims to analyze the effect of mental health disorders on employee performance and examine the mediating role of burnout among employees in Semarang City.

This study employed a quantitative approach using a purposive sampling technique. Data were collected through questionnaires distributed to 55 employees in Semarang City who met the research criteria. The data were then analyzed using the Structural Equation Modeling–Partial Least Squares (SEM-PLS) method with the assistance of SmartPLS software.

The results indicate that mental health disorders have a negative effect on employee performance and a positive significant effect on burnout. On the other hand, burnout was not found to have a significant effect on employee performance and was unable to mediate the relationship between mental health disorders and employee performance. These findings suggest that an increase in mental health disorders tends to be followed by a decline in employee performance; however, the mediating role of burnout in this relationship could not be confirmed.

Keywords: *Mental Health Disorders, Burnout, Employee Performance, SEM-PLS.*

