

performance. Also, if a person is enthusiastic about his or her job, his or her performance will increase. The findings of this study are backed by prior research that found a significant positive association between job engagement and employee performance [24,52-55,58].

Work engagement at Mitsubishi Pontianak mitigates the impact of job insecurity on employee performance. Job insecurity can cause employees to be apprehensive about their future job prospects, which causes employees at Mitsubishi Pontianak to perform less than ideal. Then, work engagement serves as a buffer since workers are implicitly urged to put up their best efforts to improve work performance. This test's results are also consistent with an earlier study [25], which indicates an excellent indirect association between job insecurity and employee performance via work engagement. On the one hand, the study results also prove that there is a mediating role in work engagement between burnout and employee performance. Factors that affect burnout, such as not being able to fulfil work requirements, lack of confidence in completing work, and even lack of enthusiasm at work, will have an impact on decreasing employee performance. As explained in previous research [15], burnout has a significant indirect effect on employee performance through work engagement.

4. CONCLUSION

The main objective of this study is to analyze and provide current information on the extent to which job insecurity and burnout might affect employee performance. It also discusses the function of work engagement as a mediating variable. The study was carried out by taking a sample of Mitsubishi Pontianak workers classified as active employees. This research found that job insecurity and burnout significantly influenced employee performance at Mitsubishi Pontianak. That indicates job insecurity and burnout were statistically significant factors influencing employee performance. Work engagement serves as a mediator, indirectly strengthening the impact of job insecurity and burnout on employee performance.

The researcher realizes that this research has limitations where only one object is studied, and there needs to be more diversity related to the research object. The results of this study highlighted the importance of job insecurity and burnout on employee performance. Therefore,

the implication of this study for Mitsubishi Pontianak is to maintain or improve the work engagement there to ensure employees do not experience job insecurity and burnout. For future research, the author recommends that the researcher able to examine more than one research object with the same industrial background. Therefore, the variations obtained and the research results can be used as a comparison for future researchers.

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COMPETING INTERESTS

Authors have declared that no competing interests exist.

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