

## ABSTRACT

*This study aims to determine the effect of affective commitment on employee performance through proactive work behavior as a mediator. This research was conducted at a PT PLN (Persero) Distribusi Jawa Tengah dan DIY. In this study using various data sources in the form primary data and secondary data.*

*This study uses census techniques, so that the entire population in this study were made respondents. The research questionnaire was distributed to 80 employees of the PT PLN (Persero) Distribusi Jawa Tengah dan DIY. Data analysis techniques in this study is using the SmartPLS 3.2.8 application to determine the path coefficient and the direct or indirect influence of exogenous variables on endogenous variables.*

*The result of this study indicate that affective commitment has a positive and significant effect on the performance of employees. In addition, it can be seen that the variable proactive work behavior can mediate an indirect relationship between affective commitment on employee performance.*

*Keywords: Affective Commitment, Proactive Work Behavior, Employee Performance*