

ABSTRACT

Describing and explaining the effect of training transfer and quality of work life on employee performance with organizational commitment as an intervening variable (studies on Ayooklik.com employees) is the goal of this study. Permanent employees who have attended training are the population as well as the sample in this study. The census technique was applied as a sampling method. Questionnaires are used as a data collection method, and the data taken is 61 questionnaires. Processing and data analysis using SEM (Structural Equation Modeling) with PLS (Partial Least Square) 3.0 technique.

The findings of this study explain that the transfer of training has a significant positive effect on employee performance; quality of work life has a significant positive effect on employee performance; transfer of training has a significant positive effect on organizational commitment; the quality of work life has a significant positive effect on organizational commitment; and organizational commitment has a significant positive effect on employee performance. The discussion of the results of this study is based on evidence from previous studies, and their implications can be used for companies.

Keywords: *Training Transfer, Quality of Work Life, Organizational Commitment, Employee Performance*