

ABSTRACT

Employee performance plays a vital role in achieving the company's vision, mission and goals. Companies with high levels of employee performance usually have competitive advantages that can be used to compete in similar markets and industries. PT. Asaputex Jaya experienced a decline in performance from semester 2 of 2018 to semester 1 of 2019. This research aims to determine the influence of organizational culture and transformational leadership style on employee performance mediated by affective commitment. The sample in this study used total sampling, namely 150 respondents. Data collection used a questionnaire with a Likert scale. The analysis technique uses multivariate Structural Equation Model (SEM) analysis using the IBM SPSS AMOS V.24 program. The results of this research are: 1) organizational culture has a significant positive effect on employee performance, 2) transformational leadership style has a significant positive effect on employee performance, 3) organizational culture has a positive effect on affective commitment, 4) transformational leadership style has a positive effect on commitment affective commitment is accepted, 5) affective commitment has a positive effect on employee performance is accepted, 6) affective commitment is a mediating variable for the influence of organizational culture and transformational leadership style on employee performance is accepted.

Keywords: *Organizational Culture, Transformational Leadership Style, Employee Performance, Affective Commitment*