

## **ABSTRACT**

*This study aims to analyze the effect of human resource development on employee performance with affective commitment as an intervening variable. Employee performance is the most important factor, but there is a decline in performance as Badan Pengelolaan Keuangan dan Aset Daerah (BPKAD) Kabupaten Pati.*

*The population in this study were employees of Badan Pengelolaan Keuangan dan Aset Daerah (BPKAD) Kabupaten Pati using purposive sampling with a sample size of 121 employees involved in this study. This study uses descriptive and quantitative analysis result through the Smart Partial Least Square (PLS) application program.*

*The result of this study indicate that human resource development has a positive affective commitment and also has a positive affect on employee performance. Affective commitment a positive affect on employee performance. Affective commitment is proven to mediate the relationship between human resource development and employee performance.*

***Keyword: Human resource development, Employee Performance State Civil Servants (ASN), Affective Commitment.***