

## **ABSTRACT**

*The purpose of this research is to test whether Transformational Leadership and Organizational Culture can influence Employee Performance by adding Affective Commitment as an Intervening variable. The hypothesis in this research is that Transformational Leadership and Organizational Culture have a positive effect on Employee Performance. This research adds Affective Commitment as an Intervening variable to see the relationship between commitment that arises from the presence of Transformational Leadership and Organizational Culture. This study uses a quantitative methodology with calculation analysis using the Structural Equation Model (SEM) AMOS 24.0. The sample in this study was 178 permanent employees of the National Pension Savings Bank, Semarang Branch Office. The research results show that transformational leadership has a positive and significant effect on employee performance. Organizational culture also has a positive and significant effect on employee performance. Affective commitment can also mediate the indirect relationship between transformational leadership on employee performance and organizational culture on employee performance.*

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