

ABSTRACT

This study aims to explore the impact of Islamic spirituality and Person-Organization Fit (PO-Fit) on nurses' performance, with affective organizational commitment as a mediator. Data were collected through questionnaires from 75 nurses at Baitul Hikmah Hospital, Kendal. The analysis indicates that Islamic spirituality and PO-Fit have a positive and significant effect on nurses' performance, as well as a positive and significant effect on affective organizational commitment. However, there is no significant direct effect of affective organizational commitment on nurses' performance. Furthermore, the findings suggest that the indirect effect through affective organizational commitment is not supported. These findings underline the importance of considering Islamic spirituality and individual fit with the organization in enhancing nurses' performance, even though affective organizational commitment does not directly mediate the relationship between these variables.

Keywords: *Islamic Spirituality, Person Organization Fit, Affective Organizational Commitment, Nurse Performance*