

ABSTRACT

The purpose of this study is to analyze the effect of workload and organizational climate on employee performance, which is mediated by affective commitment in the environment of Civil Servants (PNS) in the main office of the Central Java Provincial Office of Education and Culture. In this study, the Job Demands-Resources (JD-R) approach was used as the main theoretical framework. This study used quantitative methods with a population of civil servants in the main office of the Central Java Provincial Office of Education and Culture, consisting of 115 employees. The census method was used in data collection so that the number of samples was the same as the population. Data analysis was conducted using the Structural Equation Modeling (SEM) method with the help of SmartPLS software.

The results showed that workload has a negative and significant effect on employee performance and affective commitment. In contrast, organizational climate has a positive and significant effect on employee performance and affective commitment. Affective commitment also has a positive and significant influence on employee performance. This research highlights the importance of managing workload and creating a positive organizational climate to improve affective commitment and overall employee performance.

Keywords: *Employee Performance, Workload, Organizational Climate, Affective Commitment*