

ABSTRACT

In Indonesia's industrial growth era, advancing companies rely significantly on human resources as key assets crucial to achieving organizational goals. Consequently, organizations require employees with high performance to reach these objectives. Supporting organizational effectiveness necessitates continuous improvement in employee performance. This study investigates how organizational culture and affective commitment impact employee performance at PT. XYZ. Using quantitative methods and purposive sampling techniques, this study involved 110 permanent employees of the commercial division who had worked at PT. XYZ for at least one year. Data analysis was carried out using SmartPLS 4, which showed that organizational culture directly had a significant positive effect on employee performance, organizational culture had a significant positive effect on affective commitment. Affective commitment has been shown to mediate part of the relationship between work organizational culture and employee performance.

Keywords: *Organizational Culture, Affective Commitment, Employee Performance, Human Resources*