

ABSTRACT

This study seeks to examine the impact of perceived organizational support on employee performance, with job satisfaction and affective commitment as mediators. The research employs a quantitative approach with 105 respondents from a total of 300 permanent staff employees. Data were collected through direct questionnaires and analyzed using SEM-PLS 4. The results indicate that perceived organizational support has an insignificant effect on employee performance; however, it significantly affects employee performance when mediated by job satisfaction and affective commitment. PT Dan Liris needs to enhance its human resource management by understanding the specific needs of employees and creating a positive work environment. Organizational support should be tailored to improve job satisfaction and affective commitment. Strategies such as rewards, open communication, and participation in decision-making can boost motivation and performance, creating a productive work atmosphere.

Keywords: *Perceived Organization Support, Job Satisfaction, Affective Commitment, Employee Performance, Garment Industry*