

ABSTRACT

This study aims to analyze the effect of training on employee performance, with affective commitment as an intervening variable. This study consists of three variables: one independent variable, one dependent variable, and one mediating variable. The independent variable in this study is training. The dependent variable in this study is employee performance. Meanwhile, the mediating variable in this study is affective commitment.

The population in this study were permanent employees of PT. Kereta Api Indonesia Daop 4 Semarang, holding staff positions or equivalent, and with a minimum of one year of service. Sampling was conducted using a purposive sampling method, with 50 respondents. Data collection was conducted by distributing offline questionnaires to permanent employees of PT. Kereta Api Indonesia Daop 4 Semarang. The data analysis technique used SEM (Structural Equation Modeling) operated by SmartPLS 4 software.

The results of this study indicate that training has a positive and significant effect on employee performance. Furthermore, the results also indicate that affective commitment can significantly mediate the indirect effect of training on employee performance.

Keywords: Training, Employee Performance, Affective Commitment.

