

## **ABSTRACT**

*This study aims to analyse the influence of Perceived Organizational Support (POS) on employee performance, the influence of POS on affective commitment, the influence of affective commitment on employee performance, and the role of affective commitment as a mediating variable between POS and employee performance at Roemani Muhammadiyah Hospital in Semarang. The study was motivated by the importance of managing employee performance in the face of increasingly complex organisational dynamics, as well as the role of organisational support in increasing employee motivation and commitment.*

*The population in this study consisted of 311 employees, with 172 respondents being selected using Isaac & Michael's formula and the Cluster sampling technique. The analysis method used was path analysis with affective commitment as the mediating variable.*

*The results of the study showed that POS had a positive and significant effect on employee performance; POS had a positive and significant effect on employee commitment; commitment had a positive and significant effect on employee performance; and commitment was found to mediate the effect of POS on employee performance. These findings indicate that the higher the employees' perception of organisational support, the stronger their emotional commitment to the organisation, which ultimately improves performance employee.*

*This study reinforces the social exchange theory, which emphasises the reciprocal relationship between organisations and employees. Organisational support that is perceived as positive can create an emotional bond that motivates employees to contribute optimally to the organization.*

*Keywords: Perceived Organizational Support; Affective Commitment; Employee Performance; Path Analysis*