

## **ABSTRACT**

*This study aims to analyze the influence of organizational commitment on employee performance in Perumnas Jakarta. And to know which one variable affects predominantly between 3 variables namely affective commitment, normative commitment, and continuance commitment to employee performance in Jakarta Perumnas.*

*The study uses three independent variables, namely affective commitment, normative commitment and continuance commitment, with the dependent variable is the performance of employees. The research method used is quantitative analysis, the validity and reliability test, the classical assumption test, multiple linear regression analysis, analysis of the coefficient of determination as well as t-test and Test F. The data in this study were collected through a questionnaire distributed to 75 employees in Jakarta Perumnas.*

*Based on the research that has been done shows that affective commitment variable has a positive and significant influence on employee performance, variable normative commitment has a positive and significant impact on employee performance, and continuance commitment variable has a positive and significant influence on employee performance.*

**Keywords:** *Affective Commitment, Normative Commitment, Continuance Commitment Employee Performance.*