

ABSTRACT

Employee performance plays a vital role in a company's growth and the execution of successful business strategies. Employees are invaluable assets who significantly impact the company's overall value. Factors like work quality, quantity, reliability, and attitude contribute to effective employee performance programs. This study explores how Organizational Culture and Affective Commitment influence Employee Performance directly and through Organizational Citizenship Behavior as a mediating variable.

The research involved all employees of PT. Berkah Instalasi Medika in Central Jakarta, with data collected from 120 respondents via questionnaires. Structural Equation Modeling (SEM) was used for quantitative analysis, utilizing SmartPLS software (version 3.2.9) and SPSS (Version 23).

Findings reveal that Organizational Culture, Affective Commitment, and Organizational Citizenship Behavior positively and significantly impact Employee Performance. Additionally, Organizational Citizenship Behavior mediates the effect of Organizational Culture and Affective Commitment on Employee Performance.

Keywords: Work Quality, Work Quantity, Work Reliability, Work Attitude, Organizational Culture, Affective Commitment, Organizational Citizenship Behavior, Employee Performance.

