

ABSTRACT

Background: *Enhanced employee performance contributes to increased efficiency and productivity within organizational processes. Affective organizational commitment reflects varying levels of workplace happiness. The presence of happiness among nurses is linked to an eventual improvement in performance.*

Objective: *The objective of this study is to explore the correlation between workplace happiness and the performance of nurses, with affective organizational commitment serving as an intervening variable at Roemani Muhammadiyah Hospital in Semarang.*

Method: *This study employs an analytic research design with a quantitative approach. SmartPLS version 4 is utilized to process data, and the relationships between research variables are analyzed using the Structural Equation Modeling (SEM) technique.*

Results: *The findings indicate a statistically significant positive influence of workplace happiness on nurse performance (p-value 0.025, f square 0.378). There is also a significant positive impact of workplace happiness on affective organizational commitment (p-value 0.003, f square 0.364). Furthermore, a significant positive relationship is observed between the affective organizational commitment variable and nurse performance (p-value 0.006, f square 0.456). Affective organizational commitment functions as an intervening variable between workplace happiness and nurse performance (p-value 0.021).*

Conclusion: *This study concludes that a high level of happiness at work positively influences nurses' performance, with affective organizational commitment serving as an intervening factor between workplace happiness and nurse performance.*

Keywords: *Workplace Happiness, Affective Organizational Commitment, Performance, Nurses*