

ABSTRACT

This research aims to examine the impact of work motivation, organizational support, and affective commitment on employee performance at the Regional Revenue Agency of South Kalimantan. A quantitative approach was employed using a survey method, with data collected through offline-distributed questionnaires. The study's sample comprises the entire population of civil servants at the Regional Revenue Agency of South Kalimantan, totaling 127 employees. Data analysis was performed using Partial Least Squares (PLS) with the assistance of Smart-PLS 4 software.

The results reveal that work motivation significantly influences employee performance, whereas organizational support does not exhibit a significant effect. Additionally, work motivation significantly affects affective commitment, and organizational support also has a significant impact on affective commitment. However, affective commitment does not have a significant influence on employee performance.

Keywords: *Work Motivation, Organizational Support, Affective Commitment, Employee Performance*

