

## ***ABSTRACT***

*This research on employee performance aims to analyze the influence of work culture and training on employee performance through affective commitment as an intervening variable. The population of this study was all employees of the Jember Regency Population and Civil Registration Service, totaling 103 people. The sample was taken using the census method. Meanwhile, 103 questionnaires were processed.*

*The results of hypothesis testing show that work culture has a positive and significant effect on affective commitment, Training has a positive and significant effect on affective commitment, Affective commitment has a positive and significant effect on employee performance, Work culture has a positive and significant effect on employee performance through affective commitment, The effect of training has no there is a significant influence on employee performance through Affective Commitment. This proves that training intervened by affective commitment may not necessarily be able to significantly improve employee performance with affective commitment as an intervening variable.*

*Key words: work culture, training, affective commitment, employee performance.*

## ABSTRAK

Penelitian ini mengenai kinerja pegawai bertujuan untuk menganalisis pengaruh budaya kerja dan pelatihan terhadap kinerja pegawai melalui komitmen afektif sebagai variabel intervening. Populasi penelitian ini adalah seluruh pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Jember berjumlah 103 orang Adapun sampel diambil menggunakan metode sensus. Sedangkanyang diolah sebanyak 103 kuesioner.

Hasil pengujian hipotesis menunjukkan bahwa budaya kerja berpengaruh positif dan signifikan terhadap komitmen afektif, Pelatihan berpengaruh positif dan signifikan terhadap komitmen afektif, Komitmen afektif berpengaruh positif dan signifikan terhadap kinerja pegawai, Budaya kerja berpengaruh positif dan signifikan terhadap kinerja pegawai melalui komitmen afektif, Pengaruh pelatihan tidak ada pengaruh signifikan terhadap kinerja pegawai melalui Komitmen Afektif. Hal ini membuktikan bahwa pelatihan yang diintervensi oleh komitmen afektif belum tentu dapat meningkatkan Kinerja Pegawai secara signifikan komitmen afektif sebagai variabel intervening.

Kata kunci: budaya kerja, pelatihan, komitmen afektif, kinerja pegawai