

ABSTRACT

The Regional Inspectorate of Sumedang Regency, West Java, Indonesia, is a public sector organization that plays a vital role in ensuring accountability and transparency in the use of public resources. To achieve its goals, the organization must maintain a positive organizational culture that fosters employee commitment and enhances performance. This study aimed to explore the mediating role of organizational commitment in the relationship between organizational culture and employee performance at the Regional Inspectorate of Sumedang Regency. A survey questionnaire was used to collect data from 64 employees in the Regional Inspectorate of Sumedang Regency. The data were analyzed using PLS-SEM. The results showed that organizational culture significantly positively impacted organizational commitment and employee performance. Organizational commitment partially mediated the relationship between organizational culture and employee performance. Organizational commitment is crucial in enhancing employee performance in public sector organizations. The practical implications are to improve employee performance by creating a positive organizational culture that fosters employee commitment.

Keywords: organizational culture, organizational commitment, employee performance, regional inspectorate, Sumedang Regency.