

ABSTRACT

Employee performance is an important factor in achieving the goals of an organization. This study is motivated by the need to face the development of the company to improve the performance of human resources so that it can produce optimal employee performance. This focus helps companies improve the persistence of their talents amidst the dynamics of continuous change. This study aims to determine the effect of organizational commitment and work environment on employee performance at PT Bank Rakyat Indonesia, Asia Afrika Branch, Bandung. This study identifies key factors that influence organizational commitment and workplace conditions, analyzing their relationship with employee performance. The research method used is a quantitative method with descriptive analysis, data was collected through a survey distributed to 105 respondents who were all employees at PT Bank Rakyat Indonesia, Asia Afrika Branch, Bandung. Data analysis was carried out through validity tests, reliability tests, descriptive analysis, multiple linear regression tests, T tests and F tests assisted by SPSS software version 29.

The results of the study indicate that partially, organizational commitment has a positive and significant effect on employee performance. Likewise, the work environment has a positive and significant effect partially on employee performance. Simultaneously, both independent variables have a significant effect on employee performance. Thus, companies need to pay attention to increasing organizational commitment and creating a conducive work environment as a strategy to improve employee performance.

Keywords: *Employee Performance, Organizational Commitment, Work Environment.*