**ABSTRACT**

Seger Swasono, NPM: 199010040. The Influence of Organizational Culture, Competence, Workload, and Work Motivation on Affective Commitment and its Impact on Employee Performance (Survey on Employees of the National Strategic Dam Project of the River Basin Authority in West Java Province), supervised by Prof. Dr. H. Azhar Afandi, M.Sc., and Dr. Heru Setiawan, SE. M.Si.

*This study aims to measure, analyze, and comprehend the influence of organizational culture, competence, workload, and work motivation on the affective commitment of employee performance of the dam construction project, which is a national strategic project of the River Basin Authority in West Java Province.*

*The study used a quantitative approach with descriptive and explanatory survey methods. The data analysis technique applied was path analysis, assisted by the SPSS version 16.0. The research instrument was a structured questionnaire with proportionate stratified random sampling, hence the questionnaire was only distributed to 168 employees, even though the overall population in the study was 290 people, consisting of dam construction project employees at the River Basin Center in West Java Province.*

*The results showed that the total effect of organizational culture, competence, workload, and work motivation on affective commitment to employee performance was 83.62%, with details: the effect of organizational culture on affective commitment was 23.87%, the effect of competence on affective commitment was 19.03%, the effect of workload on affective commitment was 24.86%, and the effect of work motivation on affective commitment was 15.87%. Meanwhile, the effect of affective commitment on employee performance was 85.3%. These results indicate that the effect of affective commitment on employee performance at the River Basin Center in West Java Province is very significant. This finding is in line with the findings of previous studies and the opinion of experts indicating that employee affective commitment has a major influence on employee performance.*

*Keywords: Organizational Culture, Competence, Workload, Work*

 *Motivation, Affective Commitment, and Performance.*