

Analyzing the Relationship of Work Environment and Quality of Work Life on Employee Performance: The Mediating Role of Organizational Commitment

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Abstract

Employee performance refers to a person's success during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets, goals, and criteria. The employee's performance is affected by the work environment, quality of work-life and organizational commitment. This study aims to analyze the mediating role of organizational commitment in the relationship between work environment and quality of work-life on employee performance. This research is designed using a quantitative approach through a survey questionnaire on 400 respondents. This study found that Work Environment and Quality of Work Life have a significant effect on Employee Performance. Therefore, organizational commitment mediates the relationship between Work Environment and Employee Performance. Meanwhile, Organizational Commitment does not mediate the relationship between Quality of Work Life and Employee Performance. Thus, we concluded that organizational commitment plays an essential role in mediating between Work Environment and Employee Performance. Also, Work Environment and Quality of Work have significantly predicted employee performance.

Keywords:

Work Environment, Quality of Work Life, Organizational Commitment, and Employee Performance.

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