

Abstract

The purpose of this study was to examine the model of Emotional Intelligence and Public Service Motivation on Organizational Commitment through Self Esteem. The population in this study were all Labor Inspector staff at the Manpower and Transmigration Office of Central Java, which numbered 144 people and spread over six residency areas namely Semarang, Pekalongan, Surakarta, Magelang, Pati, and Banyumas.

Data were collected by survey method using a questionnaire. Validity test using Confirmatory Factor Analysis and Reliability test using Variance Extracted and Construct Reliability. Data were analyzed by using Structural Equation Modeling, AMOS version 20.0.

This study found that of the five hypotheses proposed, two hypotheses were rejected. Organizational Commitment is found to be the fastest achieved from good Emotional Intelligence through Self Esteem, because Emotional Intelligence does not directly influence on Organizational Commitment. Likewise the discovery of Public Service Motivation has a positive effect on Organizational Commitment through Self Esteem, because Public Service Motivation does not directly influence on Organizational Commitment.

Keywords: Emotional Intelligence, Public Service Motivation, Self Esteem, Organizational Commitment