

ABSTRACT

Employee commitment is a matter that must be maintained in order to realize company goals, objectives, vision, and mission. Companies need employees who not only potential but also have a commitment to help the company

This study was performed using multiple linear regression analysis with SPSS 15.0. The samples in this study were employees at the managerial level and the staff of 60 people. This study uses census in which the entire population is taken into the sample met the criteria, these criteria are already working in over 5 years and at the level of managerial and staff. Methods of data collection in this study was through a questionnaire distributed to 60 employees in PT Windika Utama Semarang.

The analysis showed that the variable compensation, career development, and non-physical work environment a positive effect on employees' organizational commitment. Variables that have the most impact is the development of career and which has the smallest influence is non-physical work environment. The implication of this research is compensation, career development, and non-physical work environment are equally important role in maintaining the organizational commitment of employees.

Keywords: Keywords: Compensation, Career Development, Non-Physical Work Environment, Organizational Commitment.