

ABSTRACT

The success of the organization to achieve its goals and objectives is largely depend on employee commitment. Employees who are highly committed see themselves as a true member of a company, ignoring minor source of discontent. Organizational commitment are influenced by many factors, such as organizational culture, job satisfaction and leadership. The purpose of this study is to analyze the influence of organizational culture, job satisfaction and leadership on organizational commitment.

Population in this study are employees of the Regional Office of Bank Rakyat Indonesia (Persero) Semarang, Jl. Teuku Umar No. 24, Semarang, with the total of respondents 237. The samples in this study were 70 employees. Non random sampling technique was utilized in this study. Data were collected through questionnaire distribution. The analysis technique used is multiple regression.

Results of analysis using SPSS shows that : Organization culture have significant effect on organizational commitment. Job satisfaction have significant effect on organizational commitment. Leadership have significant effect on organizational commitment.

Keywords : Organizational Culture, Job Satisfaction, Leadership, Organizational Commitment