

ABSTRACT

This study aims to examine antecedent factors, correlation and consequence of accounting lecturer's organizational commitment in Central Java Province. The research includes dimension of organizational commitment, affective commitment and continuance commitment, and also sub dimension of continuance commitment, high sacrifice commitment and low alternative commitment. The antecedents are experience and role ambiguity, and the consequences are job satisfaction and turn over intention.

The sample is the accounting lecturer who teaches at private university and public university in Central Java Province. The method of data collection is survey method to 129 accounting lecturers in Central Java Province.

The study, which uses AMOS 18.0, finds that experience and role ambiguity did not associated with all dimension and sub dimension of organizational commitment but role ambiguity negatively associated with job satisfaction. The other result shows that job satisfaction did not associated with P organizational commitment but negatively associated with turn over intention. The correlation between organizational commitments indicates that high sacrifice commitment is negatively associated with the affective commitment and low alternative commitment is positively associated with affective commitment and high sacrifice commitment.

Keywords : organizational commitment, affective commitment, high sacrifice commitment, low alternative commitment, experience, role ambiguity, job satisfaction, turn over intention, accounting lecturer.