

ABSTRACT

The purpose of this research is to extend previous research on employee commitment to their organisation within with the measurability and the fitness of the tested and reliable employee commitment scale items in a non western culture within focus to investigate the effect of demographic characteristic (age, gender, education), tenure and pay satisfaction on affective commitment based background of the phenomena that occur in the commitment of contract paramedical employees at the General Hospital of Semarang.

This study uses demographic characteristic (age, gender, education), tenure and pay satisfaction as independent variables and affective commitment as the dependent variable. This research was conducted at the General Hospital of the city with A quantitative approachment. The data collection using five-point Likert scaled questionnaire administered to 75 contract paramedical employees at the General Hospital of Semarang with a 75 per cent usable response rate with simple random sampling technique. This study used hierarchical linear model to examine and estimate the relationship between the constructs

Based on the multiple linear regression test, the results indicates that there are no significant effect between both demographic characteristic (age, gender, education) and tenure on affective commitment. Conversely, the result indicate there is a positive significant correlation between pay satisfaction towards affective commitment at the General Hospital of Semarang.

Keywords: Demographic characteristic (age, gender, education, tenure and affective commitment