

ABSTRACT

This study aims to examine the suitability of the person-organization fit and organizational culture to affective organizational commitment. Based on several studies, a strong person-organization fit will help increase employee commitment and productivity, because he feels that the values owned by individuals are the same as those of the company, which can increase the sense of belonging to something. While a strong organizational culture can increase the availability of employees to do what the organization wants to achieve company goals, this will certainly increase employee affective commitment. This study aims to examine again the factors that influence employee commitment. The variables used are person-organization fit and organizational culture which is hypothesized has an effect on affective organizational commitment.

This research was conducted using quantitative methods with a purposive random sampling technique used for sampling from employees of Hotel Gets, Grand Candi, and Grand Arkenso. The total population is 287 employees, but after considering the length of work it has become 185 employees. But the results returned were 89 employees. Testing the validity and reliability of the indicators shows the validity and reliability values that qualify as instruments. Analysis with multiple linear regression was used to determine the effect of the person-organization fit variable and the hypothesized organizational culture on affective organizational commitment.

The results showed that the variable person-organization fit and organizational culture had a positive and significant effect on affective organizational commitment. This means that the higher the person-organization fit and organizational culture the employee has the higher the affective organizational commitment.

Keywords: Person - Organization Fit, Organizational Culture, Affective Organizational Commitment.