

ABSTRACT

Organizations need employees who have strong commitment so the organization still survive. Organizational commitment is a psychological behaviour that influence a person's decision to stay in organization. Commitment influence by two factors, personal factor and organizational factor. Personal factor affected by personality, while organizational factor affected by organizational climate. This research aims to understand the effect of personality and organizational climate to commitment organization at PT X. Data is collected by 31 full-time employee. The result showed only conscientiousness that affected the normative commitment. In addition, organizational climate affected only normative commitment. Dimension of organizational climate that affected normative commitment are structure, standard, and identity. Identity, responsibility, warmth, and conflict affected to affective commitment. The other result showed that there is an effect between conscientiousness and organizational climate to normative commitment.

Keywords : Organizational Commitment, Big Five Personality, and Organizational Climate