

## ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh iklim organisasi dan pengembangan karyawan terhadap komitmen organisasional karyawan non dosen Universitas Mercu Buana. Penelitian ini melibatkan 114 karyawan sebagai responden dari total populasi 159 orang dengan teknik *convenience sampling*. Berdasarkan tanggapan responden dilakukan uji validitas, reliabilitas, serta uji normalitas, multikolinieritas, dan heteroskedastisitas. Hasil analisis dengan metode regresi linier berganda menunjukkan bahwa secara parsial iklim organisasi dan pengembangan karyawan berpengaruh terhadap komitmen organisasional. Secara simultan iklim organisasi dan pengembangan karyawan berpengaruh terhadap komitmen organisasional.

Kata kunci: Iklim Organisasi, Pengembangan Karyawan, Komitmen Organisasional



## ABSTRACT

This study aims to analyze the influence of organizational climate and employee development to non faculty employee commitment organisasional Mercuru Buana University. The study involved 114 employees as respondents of a total population of 159 people with convinience sampling technique. Based on respondents to test the validity, reliability, and tests of normality, multicolinearity and heteroscedasticity. The results of the analysis by the method of multiple linear regression showed that the partial organizational climate and employee development affect organizational commitment. Simultaneously organizational climate and employee development affect organizational commitment.

Keywords: Organizational Climate, Employee Development, Organizational Commitment

