ABSTRACT
Commitment is an important factor to be considered by a company. Employee commitment often associated with an employee's loyalty to the organization. One effort in maintaining employee commitment is to pay attention to organizational climate. The purpose of this study was to determine the relationship between organizational climate dimensions of organizational design, communication, leadership, teamwork, decision making, culture, job satisfaction, and motivation with affective commitment, continuance commitment, and normative commitment of employees at BNI Syariah Surabaya branch. The population used in this study were all employees of the Surabaya branch of BNI Syariah status as permanent employees by the number of 32 people. This study used a questionnaire to obtain data from respondents are then processed with SPSS 11.5. Analytical techniques used to test the hypothesis is the Pearson Correlation. From the results obtained that affective commitment that has no relationship with job satisfaction and motivation. Continuance commitment does not have a relationship with organizational design, leadership and motivation. Then normative commitment is also known to have no correlation with organizational design, decision making, and culture which is the dimension of organizational climate. In addition to some of the above, all dimensions of organizational climate showed significant positive correlation with affective commitment, continuance commitment, and normative commitment.

Keywords: Organizational climate, affective commitment, continuance commitment, and normative commitment.