

ABSTRACT**Effect of Work Environment and Organizational Commitment on Job Motivation and Job satisfaction and Employee Performance at Calcium Carbide Factory PT. Emdeki Utama in Gresik**

The purpose of this study was to examine and analyze the influence of work environment and organizational commitment of work motivation and job satisfaction and employee achievement. The respondents of this research included 120 permanent employees. Respondents of the study are employees of the Calcium carbide factory PT Emdeki Utama in Gresik who have functional, ie a total of 120 employees. Data was collected through questionnaires and analyzed by Structural Equation Modeling (SEM) using AMOS 16 program.

Relations among variables in this research produce nine hypotheses with significant influences. Model of the relationship between the nine variables under study produces nine hypotheses, which have a significant effect. Results of this study are expected to be able to give contribution to Human Resource management and Practical Management.

Relation testing between motivation variables and work environment variables has the biggest significance. Meanwhile, the relation testing between Organizational Commitment variables and work environment variables has the smallest significance and integrating the variables of ability, work environment, organizational commitment, motivation to work, Job satisfaction and work performance of employees into one complete unit of model (*Integrated model*). This study is expected to be able to be used as reference for further study or research particularly related to the variables of Job Environment organizational commitment, work motivation, Job satisfaction and Employee Performance.

Keywords: Work Environment, Organizational Commitment, Job motivation, Job Satisfaction and employee Performance