

**ABSTRACT****THE EFFECT OF COMMITMENT TO ORGANIZATION ON WORKING ACHIEVEMENT AMONG THE EMPLOYEES OF PT DHARMA LAUTAN UTAMA, SURABAYA****MARSETO DS**

This study was aimed to identify and prove the effect of commitment, that comprised of affective, continuous, and normative commitment, on working achievement; and to identify and prove the variables of employee's commitment to the organization, which may have predominant effect on working achievement.

This study was a non-experimental explanative research, explaining causal relationship between variables by testing the hypothesis. Population in this study was employee at higher and lower levels in PT Dharma Lautan Utama, Surabaya, as many as 1126 individuals. After being selected according to the criteria, a number of 58 individuals were taken as samples. Samples were enrolled using census method. Instrument used in this study was questionnaire. Measurement on the variables was elaborated in question items, referring to Likert scale with score ranging from 1 to 5. Variables observed in this study were independent variables (X), i.e., employee's commitment to the organization, comprising of affective commitment ( $X_1$ ), continuous commitment ( $X_2$ ), and normative commitment ( $X_3$ ). The dependent variable (Y) in this study was working achievement. Data were analyzed using multiple linear regression model.

Results proved that both independent variables simultaneously affected employee's performance with the contribution of 64.1% and estimated  $F = 12.569$ , and significance level of 0.000 ( $p < 0.05$ ). It indicated that the variables of affective, continuous, and normative commitments had simultaneous significant effect on working achievement. Results of partial test revealed that estimated t value of the variable of affective commitment ( $X_1$ ) was 4.040 with significance level of 0.000 ( $p < 0.05$ ), indicating that the variable had significant effect on working achievement. The estimated t value of the variable of continuous commitment ( $X_2$ ) was 2.146 with significance level of 0.036 ( $p < 0.05$ ), indicating that this variable significantly affected working achievement. However, the estimated t value of normative commitment ( $X_3$ ) was -1.078 with significance level of 0.286 ( $p > 0.05$ ). It indicated that there was no significant effect of the variable of self-discipline ( $X_2$ ) on working achievement.

**Keywords:** *affective commitment, continuous commitment, normative commitment, working achievement*