

## ABSTRACT

In order to maintain and to increase the performance in organization its need support from human resource that qualities with high employee commitment. Every organization has one culture, which culture may have influence that is significant on attitude and behavior of member. The strong culture of organization will be able to maintain commitment of employee.

The aim of this research is to find the relation between culture of organization variables with comitment of employee degree, to find the influence of organizational culture variables to commitment of employee degree, and to determine what dominant factor of organizational culture that influence comitment of employee. Culture of organization variables are consists of individual autonomy, structure of organization, management observation and support, identity, payment system, tolerance to conflict and tolerance to risk.

The research was done in Sahid Kusuma Raya Hotel of Surakarta with 37 employees as sample that took with Simple Random Sampling. The data measuring based on attitude which shown by respondent and used Likert Scale modification. Analysis technique that used are Factor Analysis and Multiple Regression Analysis with alpha signification degree is 0.05.

The research showed that culture of organization variables have relation and significant effect to commitment of employee in organization, and payment system variable have dominant effect to commitment of employee in organization.

Key words : Employee Commitment, Organizational Culture, Factor Analysis, Multiple Regression Analysis.