

THE INFLUENCE OF PERSONAL'S CHARACTERISTIC, JOB'S CHARACTERISTIC, AND JOB'S EXPERIENCE TO CIVIL SERVANT'S (PNS) COMMITMENT IN THE PERSONNEL BUREAU OF REGIONAL SECRETARIAT OF EAST JAVA PROVINCE GOVERNMENT

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ABSTRACT

This research is conducted to analyze the influence of personal's characteristic, job's characteristic, and job's experience to civil servant's (PNS) commitment in the Personnel Bureau of Regional Secretariat of East Java Province Government.

This research used an explanatory model in quantitative point of view, with 3 independent variables (personal's characteristic, job's characteristic, and job's experience) and 1 dependent variable (civil servant's commitment). The populations are 156 employees in Personnel Bureau of Regional Secretariat of East Java Province Government. Researcher used 100 employees as respondents of the research.

The testing of hypothesis is using multiple linear regression analysis. The result of the analysis in testing the influence of personal's characteristic, job's characteristic, and job's experience simultaneously to civil servant's commitment in the Personnel Bureau of Regional Secretariat of East Java Province Government is $F = 45,531$, $p < 0,05$. The result shows that the hypothesis is accepted. Personal's characteristic, job's characteristic, and job's experience simultaneously have 58,7% influence to civil servant's commitment in the Personnel Bureau of Regional Secretariat of East Java Province Government.

Keyword: *personal's characteristic, job's characteristic, job's experience, civil servant's (PNS) commitment*