

## ABSTRACT

*Organizational Commitment is an aspect that plays an important role in an organization. Commitment to the organization can influence the improvement of effectiveness and efficiency. Employees who have strong commitment to the organization will show maximum effort in doing the task and believed to dedicate their time, energy, talents, and loyalty to the organization, compared with employees who do not have a commitment. One of the factors that affect the organization's commitment is the organization's culture. In this study, the factors measured include the organizational culture of integrity, enthusiasm, and totality.*

*This study aims to determine how the culture of an organization that consists of integrity, enthusiasm, and totality, how is the commitment of the organization, how significant is the influence of organizational culture on organizational commitment both simultaneously or partially at Telkom Corporate University.*

*The data analysis technique used in this study is path analysis with SPSS for Windows version 22. The study population is all of the employees of Telkom Corporate University with a total sample of 148 employees. Data were collected using a questionnaire containing 55 items related statement of organizational culture and organizational commitment.*

*The analysis results showed that the culture of the organization as a whole amounted to 76.68%, which can be categorized as strong, with details of the integrity being 80.63%, 73.21% being enthusiasm and 76.12% of the totality variable. The organizational commitment is categorized to be very strong by the amount of the value of the percentage 82.46%. The results of path analysis showed that simultaneously organizational culture significantly influence organizational commitment with the amount of influence amounting to 35.80%. Partially the variable integrity significantly influence commitment by 28.90%, enthusiasm by -31.50%, and totality by -17.70%.*

**Key Words:** *organization culture, organization commitment, integrity, enthusiasm, totality.*