

ABSTRACT

As a company which focuses on telecommunication, PT Telekomunikasi Indonesia (persero) Tbk always wants to improve the quality of service and product. Therefore, PT Telekomunikasi Indonesia (persero) extremely needs employees who can keep the commitment to the company. Commitment of organization depends on the quality of human resource. Culture organization is one of factors to increase the commitment organization of the employees. Since 2009, PT Telkom does the culture transformation of company known as “The Telkom Way”.

This research classified as a descriptive and casual research. The aim of this research is to identify whether the culture organization affects the commitment organization of Bandung Telkom Witel’s employees which has population around 164. This research uses probably sampling method which the samples taken by giving the chance to all population to be a sample. The analysis used is descriptive and simple linear regression analysis.

The result of the simple linear regression analysis, the culture organization increases the commitment organization until 0,601. Culture organization affects the commitment organization positively and significantly with T value 3,885 and the significance 0,000. The culture organization affects the commitment of organization around 19,8% and the rest 80,2% affected by the other factors which are not analysed in this research.

Keywords: culture organization, commitment organization, human resource