

ABSTRACT

Employees have a considerable role and contribution in supporting the running of functions and objectives of all components in the organization, not least in government agencies that have a function to provide services to the entire community optimally certainly inseparable from the role and commitment of their employees. Organizational commitment is one of the important factors in supporting organizational performance so as to encourage the organization to be able to run towards the expected goals.

This research is descriptive research. This research was conducted to measure the level of influence of job characteristics and work experience and test differences in biographical characteristics to the organizational commitment of non-civil servants located in the Regional Secretariat of West Java Province. This research was conducted at the Regional Secretariat of West Java Province by focusing on the object of the study, namely non-civil servants who are in the environment of the West Java Provincial Secretariat.

The study sampled 239 non-civil servants using convenience sampling techniques. Data collection is done through structured questionnaires and SPSS version 24 is used as an analysis tool. Data analysis techniques use multiple linear regression analysis, ANOVA, and independent T Tests.

The results showed that job characteristics and work experience have a significant influence on employee organizational commitment both simultaneously and partially. While in the overall biographical characteristics there is a difference in the level of commitment to each different character except in the characteristics of age there is no difference.

Keywords: *Biographical characteristics, Job Characteristics, Work Experience, Organizational Commitment, and Non-Civil Servants*