

ABSTRACT

The research in Surya Hasil Laut company aimed to identify the condition of the company, that was to get relation between variables which were influencing working commitment by evaluating job satisfaction, work characteristic, and working climate. The questionnaire used for measuring instrument to get the job condition in general. Data processing conducted by using method correlation analyse or bivariate correlation person of product moment.

Correlation represents the technique analysis which included in one of the measurement technique of associative relation. Based on the result of the analysis, it could be said that there was a strong relationship between job satisfaction and commitment with 76,4%, and also the work characteristic variable with to 60,1% correlation. while working climate with commitment had 36,2% correlation value. It mean that there was 63,8% of other variables had strong correlation with the commitment than the working climate.

The result of the research showed that there was positive and significant relation between job satisfaction, work characteristic, and working climate to the commitment although the working climate had a weak relation commitment. Based on the result of the research, it could be suggested that the management and the employees should be able to maintain and manage the characteristic and the job satisfaction to achieve the commitment.

Keywords : *Job satisfaction, working characteristic, working climate, and the commitment.*

