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EFFECT OF WORK ENVIRONMENT, INVOLVEMENT, JOB SATISFACTION AND COMPENSATION TO ORGANIZATIONAL COMMITMENTS IN MANUFACTURING COMPANIES IN BATAM

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Abstrak

This study was conducted with the aim to determine the relationship between the variables of work environment, work involvement, job satisfaction, compensation and its effect on organizational commitment as the dependent variable on respondents, namely employees of manufacturing companies located in Batamindo Industrial Estate (KIB) Batam.

This research was conducted by distributing questionnaires as a survey method to as many as 400 respondents who worked in manufacturing companies in Batam. Questionnaires were collected after respondents filled out the questions asked, as many as 393 questionnaires were completed and then tested with the SPSS program.

From the results of testing the data with SPSS it is known that there is a significant positive relationship between work environment variables, work involvement and compensation with organizational commitment but there is no relationship between variables of job satisfaction and organizational commitment as dependent variables. Knowing the results of this study is expected to be an input for the management of manufacturing companies in increasing organizational commitment and managing it for the betterment of the company.

Key Words: *manufacturing companies, job environment, job involvement, compensation, job satisfaction and employee commitment*