Abstract

An organization's commitment is important, one of them is in the hospital. Organizational learning, employee engagement and work environment (employee organization) are some indicators / variables that must be developed. This study aims to test these indicators to create maximum health services.

Data was obtained by purposive sampling method involving 250 employees from 4 private hospitals in Batam City, namely Budi Kemulian Hospital, Awal Bros Hospital, Harapan Bunda Hospital and St.Elisabeth Batam Hospital. Hypothesis testing using the IBM SPSS version 22.

The results show that the indicators above have the same results that have a significant influence on organizational commitment.

Kata kunci : organizational learning, employee engagement, work environment, organizational commitment