

## **ABSTRACT**

*This research is conducted to determine the effect of organizational culture on employee organizational commitment in the Corporate Human Resource Division of PT Indocement Tunggal Prakarsa. The purpose of this research is to find out and analyze how the organizational culture is applied by the company and the magnitude of the influence of organizational culture on the organizational commitment of employees in the Corporate Human Resource Division of PT Indocement Tunggal Prakarsa.*

*This research uses a quantitative method with descriptive types and causal research. Sampling is done using saturated sampling techniques with the number of respondents as many as 41 people. The analysis technique used is descriptive analysis and simple linear regression analysis.*

*Based on the results of testing the organizational culture hypothesis significant effect organizational commitment in the Corporate Human Resource Division of PT Indocement Tunggal Prakarsa. This is evidenced by the value of  $t_{count} > t_{table}$  ( $3.438 > 1.684$ ) with a significant level of  $0.0001 < 0.05$ . Based on the determination of organizational culture coefficient affect organizational commitment by 23.3% and the remaining 76.7% is influenced by other factors not examined in this research.*

*Conclusion of this research, the organizational culture in the Corporate Human Resource Division of PT Indocement Tunggal Prakarsa in the category is very good, organizational commitment in the Corporate Human Resource Division of PT Indocement Tunggal Prakarsa in good category, and organizational culture has a positive effect on organizational commitment.*

**Keywords:** *Organizational Culture, Organizational Commitment, Human Resources*