

# **The Influence of Organizational Climate and Psychological Well Being on Organizational Commitment (Case Study at Gold's Gym Indonesia)**

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## **Abstract**

The study aims at determine whether the organizational climate and psychological well being can influence organizational commitment, which of the organizational climate and psychological well that most influence organizational commitment, how the magnitude of the influence of organizational climate and psychological well being of organizational commitment and appropriate intervention programs for solve the problem. Organizational commitment is a psychological condition that describes the individual's relationship with the organization, and have implications in the decision to continue or not membership in the organization. Organizational commitment in question has three components: affective, continuance and normative commitment. Organizational climate is a quality organization that is relatively fixed and can be experienced by each member so that it can affect the function of management and behavior of its members. Organizational climate is divided into three dimensions: employment, implementation and system changes that occur in the work environment. Psychological well being is the actualization of positive psychological functioning, consisting of: the level of the individual's ability to receive him there is, to form warm relationships with others, independent of social pressure, control the external environment, has a meaning in life, and gradually realize her potential. The number of samples is 275 people and using simple random sampling technique. Methods of data analysis used were multiple linear regression statistics. Results showed that organizational climate and psychological well being affects the organizational commitment of 58.1%. When compared to the organizational climate affects organizational commitment of 56.4% and the psychological well being affects organizational commitment by 6.6%. In improving organizational commitment, then the intervention program can be run on all aspects of the organizational climate.

Keywords: organizational commitment, organizational climate, psychological well being

