

The Role of Quality of Work Life to Organizational Commitment

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Abstract

This study aims to analyze the role of quality of work life to organizational commitment. Quality of work life (Walton, 1973) is one of management systems approach to coordinate and connect the potential of Human Resources. The quality of work life is one of applied by management to manage of organization in general and human resources in particular. Organizational commitment (Allen and Meyer, 1997) is a psychological construct which is a characteristic member of organization relationship with the organization and have implications for an individual's decision to continue membership in the organization. Organizational commitment is divided into three dimensions: the affective commitment, continuance commitment, and normative commitment. This research took a sample from 152 employees, using quantitative non-experimental and linear regression. The result suggest that quality of work life affects organizational commitment with *R square* 0.209 and there are dimensions from quality of work life have significant effects; Job characteristic, working condition, supervisory, and co-worker.

Keywords : Quality of Work Life and Organizational Commitment