

**Influence of Work Engagement to Organizational Commitment**  
**Yonathan Deantono**  
**Dr. Zamralita, M.M., Psi.**  
**Tarumanagara University**

**Abstract**

The rapid development of the industry makes the company requires employees who have a high work attachment and commitment to the company. Financing company is one of the companies that have significant influence in Indonesia, and is one of the industries that have the most rapid growth in terms of capital and labor requirements.

The research objective is to prove that there is a significant relationship between work engagement to organizational commitment of employees. Work engagement is a positive situation, which is characterized by vigor, dedication and absorption. Organizational commitment as an individual emotional attachment to the values and goals of the organization that caused the employees are willing to make a maximum effort in order to achieve organizational goals.

This research is non-experimental research with the sampling technique used is non-probability sampling technique. Data collection techniques using questionnaires and data analysis techniques were obtained using regression methods. Data samples totaling 175 people who are employees of the head office of PT X in Jakarta. The results showed work engagement influence on organizational commitment .

*Keywords: work engagement, organizational commitment, finance company.*