

ABSTRACT

This research was conducted because there was a problem regarding employee affective commitment. Where BPJS Kesehatan Sumedang Branch Office has not been maximized in implementing the work environment and work motivation for employees' affective commitment. This study aims to determine the influence of Work Environment and Work Motivation on Employee Affective Commitment at BPJS Kesehatan Sumedang Branch Office. This study uses descriptive and verifiable analysis. The population and sample were 41 respondents. The sampling technique uses non-probability sampling, with a saturated sample type. The data analysis methods used are multiple linear regression analysis, multiple correlation analysis, and determination coefficient analysis.

The results of the study show that there is a positive and significant influence between the Work Environment and Work Motivation on Employee Affective Commitment. The magnitude of the influence of the Work Environment and Work Motivation on Employee Affective Commitment simultaneously was 87.9% and the remaining 12.1% was influenced by other variables that were not studied. Partially, the influence of the Work Environment on Employee Affective Commitment was 54.7%, and the influence of Work Motivation on Employee Affective Commitment was 33.4%. So it can be concluded that the work environment has the greatest influence on employees' affective commitment.

Keywords: Work Environment, Work Motivation and Affective Commitment of Employees