

## ABSTRACT

This research tries to investigate the problem between the organizational cultures with the level of organizational commitment. With the trend showing that people are changing jobs and companies over time, it is actually wonder if there are relationships and how much are the influence among variables used in this study. It can be summarized to find out how influencing organizational culture is to to the level of commitment. The data is obtained directly and indirectly, which is called primary and secondary data. Primary data refers to the directly obtained data by the researcher(s) to answer specific topics, issues, or problems arisen by the research intention, while secondary data refers to the process of data collection done by previous researchers for their purposes. The result of this research is beyond expectation since all data indicates there are no correlation between organizational culture towards organizational commitment. It happened due to several factors such as the pandemic that is happening right now. Turns out it affected greatly to how employee's commitment. The result of this study shows that there is a negative relationship between organizational culture and organizational commitment of -0.48. Though this contradicts to what the theories on organizational culture and the previous studies have found, however, when the situation of the pandemic is taken into account, it becomes obvious the underlying reasons of such a negative relationship.

*Keyword: Organizational Culture, Organizational Commitment*