

ABSTRACT

This research studies about the impact of job characteristic and work environment towards organizational commitment with employee engagement as a mediation variable (study on employee in department of public works in Pati) and it is based on social exchange theory which sees a relation of mutual influence between behavior and environment.

This research is based on the phenomenon of the result of observation in Department of Public Works (PU) Pati which shows a significant increase in absence and late presence which cause the lack of employee organizational commitment. An employee who is not satisfied with his work or the one who is not committed to the organization will appear to draw himself out from the organization through absence or late presence.

This study concludes that, firstly, job characteristic is proven not to impact employee engagement by considering and observing the factors that affect employee engagement. Meanwhile, work environment is proven to give a positive impact to employee engagement. Secondly, employee engagement and job characteristic are proven not to impact organizational commitment by considering and observing factors that affect organizational commitment. Meanwhile, work environment is proven to give positive impact to organizational commitment. Thirdly, employee engagement is proven not to be able to be a mediation between work environment or job characteristic and organizational commitment by considering and observing the mediation relation.

Keywords: *Job Characteristic, Work Environment, Organizational Commitment, Employee Engagement.*