

**The Influence of Organizational Culture  
Adaptability in Regard to the Organizational  
Commitment of the Staff of Universitas Terbuka**

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**ABSTRACT**

fulfilling a commitment means the same as an employee fulfilling a duty, responsibility and promising to complete a job. This research aimed to analyze the influence of organizational culture adaptability in regard to the organizational commitment of the staff of Universitas Terbuka. The number of respondents was 90 employees at UT Head office, who were selected by simple random sampling methods. The questionnaire used the Likert scale, and data were analyzed by regression using the SPSS 17.00 for windows program. The results of the study were (1) organizational culture adaptability has a positive and significant influence on the organizational commitment of the staff of Universitas Terbuka. The result shows that the stronger the organizational culture adaptability, the higher the organizational commitment, (2) the coefficient of determination (Adjusted R Square) was 37.2%. This shows that the variable of organizational culture adaptability influences the variable of organizational commitment by 37.2%. The remaining 62.8% shows that the change in organizational commitment in UT is affected by other factors such as work satisfaction, leadership style, motivation and Organizational Citizenship Behaviour. Basically, An organizational culture which is not adaptive to the growth and development within an organization will result in weak commitment to employees.

*Keywords: organizational culture, organizational commitment, adaptability*