

ABSTRACT

This quantitative study was conducted to investigate the relationship between affective commitment, continuance commitment, normative commitment and absenteeism in Green Eagle Group, Jakarta. Moreover, this research aims to examine the effect of organizational to reduce employees' absence intention.

There were 110 of questionnaires distributed and used for further analysis. The respondents were needed to have several characteristics as: the age should be above 20 years old. The statistic method was using regression analysis.

The research result supports the three hypotheses that there is negative relation between affective, continuance and normative commitment to absenteeism. It has been found that affective commitment seems as the highest variable that affected absenteeism compare to the other two variables.

Keywords: Affective Commitment, Continuance Commitment, Normative Commitment, and Absenteeism.