

## Explaining The role of Human Resource Excellence on Staff Organizational Commitment: An Emphasis on Enabler Processes

By

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### Abstract

*The present study aimed to explain the role of human resource excellence on staff organizational commitment of SAIPA car manufacturing company. The methodology is survey correlational that using structure equation modeling (SEM). Using Cochran formula and stratified sampling with proportional allocation, the sample size came 155 of staff. The process of human resource excellence questionnaire with reliability (0.95) and Allen and Mayer's organizational commitment questionnaire with reliability (0.81) were used to collect data. The results of the study showed that the mean of human resource excellence processes were meaningfully lower than the expected mean and staff organizational commitment was higher than the expected mean. Human resource excellence processes had meaningful and positive relationship with staff organizational commitment ( $r=0.44$ ). The results of stepwise regression showed that compensation of services and advantages and human resource planning predicted 19% of staff organizational commitment. Structure equation modeling showed that fitting index of Chi-square to degree of freedom ( $\chi^2/df$ ), goodness fitting index (GFI), increasing fitting index (IFI), the root of mean square error approximation (RMSEA), normalized fitting index (NFI) and adaptive goodness fitting index (AGF) were verified and showed that human resource excellence processes are effect on organizational commitment with ( $\gamma=0.54$ ) path coefficient.*

**Keywords:** *human resource excellence processes, organizational commitment, staff, SAIPA car manufacturing company.*