

ABSTRACT

Machinist was essential in the success of PT. Kereta Api Indonesia (Persero). They faced various demand and challenges, but they still hung on to their job for long term that shows their Occupational Commitment.

This study used non-experimental design and descriptive method with quantitative data. Variable of this study was Occupational Commitment that measured by questionnaire based on Meyer & Allen's (1993) theory which consist of affective commitment, and normative commitment. The subjects were 62 machinist of PT. Kereta Api Indonesia (Persero) Daerah Operasi 2 in Bandung. The result proceed by SPSS Statistic 17, so that it produces the underlying component of occupational commitment.

The result showed that affective commitment was the most underlying component of occupational commitment on machinist at PT. Kereta Api Indonesia (Persero) Daerah Operasi 2 in Bandung. Machinist with affective commitment are doing their profession because they want it. They have an attachment and emotional involment with their work such as feelings of love, happy, and proud when they could drive the locomotive well and deliver it safely. The passenger would more comfortable if the trains were run by a machinist who has affective commitment.

Keywords : *Occupational commitment, affective commitment, machinist*