

## ABSTRACT

As a company which is moves on the Engineering Services, PT INTI is faced very tight competition level. For winning it, PT.INTI is required for having the employee who has high level commitment .Commitment is the identification level, involvement, and loyalty which is expressed by an employee to his company (**Gibson, Ivancevich, and Donnelly, 1996**). The indicators of committed employee are they work hard to improve themselves, they make personal sacrifices to ensure the employer's success, they recommend their company as a good place to work, they recommend their employer's products and services and they believe their workplace is one of the best around.

There are many ways for increasing employee's commitment level, one of them using Porter and Steers Cognition Theory and Watson Wyatt Survey Result. The suspected factors as commitment level driver are compensation, career's growth, leader, job security, product's quality, work's stress, and honesty and integrity of company.

From the observation result is known that the level of employee's commitment of PT. INTI is 74% or high level for JIT division and 79% or very high level for Financial Division. But in the other side, there are employees who have low commitment level (about 38 %, 44%, and 50%). Leader, compensation, career's growth, and honesty and integrity of company are the dominant factors which are driving employee's commitment level in JIT division that must be considered by PT. INTI. Even in Financial Division, compensation and honesty and integrity of company are the one.

There are four programs that can be recommended to PT. INTI to increase the employee's commitment level. Those programs are, gain sharing and idea offering award to complete compensation system, career advisory to complete promotion system, and the last program is sharing vision to keep the quality of relationship between leader and employee. All of the programs may useful for PT. INTI to get the best employee's commitment level for winning the competition.