

## ABSTRACT

### THE INFLUENCES OF ORGANIZATIONAL COMMITMENT AND WORK EXPERIENCE ON JOB PERFORMANCE AT PT. KERETA API INDONESIA (PERSERO) REGIONAL DIVISION IV TANJUNGPUR

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PT Kereta Api Indonesia (Persero) is a state-owned enterprise responsible for providing, regulating, and managing railway transportation services in Indonesia. The company offers both passenger and freight train services. Then, this study aimed to find the influences of organizational commitment and work experience on employee job performance at PT Kereta Api Indonesia (Persero), Regional Division IV Tanjungpur. This study used a quantitative approach with an explanatory method. Data were collected through questionnaires distributed to 56 employees of the regional division. Further, the data analysis method was multiple linear regression (t-test and F-test) using SPSS version 26. The findings indicated that both organizational commitment and work experience had simultaneous and partial significant influences on employee job performance at PT Kereta Api Indonesia (Persero), Regional Division IV Tanjungpur.

**Keywords:** Organizational Commitment, Work Experience, Job Performance

