SUMMARY

FAJAR F ARIF. Factors that Influence Behavior of Employees PT. WIJAYA KARYA Tbk (WIKA) in Dealing ASEAN Economic Community. Supervised by ARIEF DARYANTO and AGUS MAULANA.

Economic society ASEAN or ASEAN free market came into effect in 2015 with the ASEAN Economic Community (AEC), the competitiveness of ASEAN countries increased, so that Indonesia must compete with ASEAN countries. The passage of the AEC ultimately demanding for more and increased investment, including foreign investment, with the hope that our government is able to boost employment and improve welfare. AEC was formed with the aim to achieve perfection of economic integration in the ASEAN region that we believe can provide real benefits to all elements of society. The formation of a single market which is termed the AEC allows the country to sell goods and services easily to other countries across Southeast Asia, so the competition will be

PT WIKA is a State-owned construction company open in the field of Engineering, Procurement, Construction (EPC) and Investments. Until now WIKA believes that improvements in all areas is a requirement for the management of the corporation as a professional, healthy, highly competitive and modern. This is based on the awareness that large companies have to prepare human resources to be able to compete better in order to face the AEC or face increasingly stringent, including the construction world.

This study is to analyze the readiness Identify the type of employee attitudes PT Wijaya Karya to changing the ASEAN Economic Community by 2015. And Analyze the effects of the ASEAN Economic Community in 2015 to the organization in PT Wijaya Karya on performance and employee commitment. By processing the data using SEM.

Furthermore, showed that employees of PT WIKA identified as having a positive attitude towards the changes that occur as a result of the ASEAN Economic Community and Affective Commitment has a positive and significant impact on the attitudes and performance of employees to deal with change as a result of the ASEAN Economic Community, it is due to the appreciation of its employees and their innovation, promotional activities and product diversity

Innovation, promotional activities and the diversity of products not directly (not significantly) affect the company's competitive advantage in the face of AEC 2015. This condition also shows that the AEC has not been too good socialization, and knowledge AEC is still minimal, so people assume not need to make any special preparations in facing the AEC (assume something that is unusual), and do not know the opportunities and threats of the enactment of AEC.

Keywords: AEC, employee , factors