

ABSTRACT

The hotel industry is still a very promising business, both for the investors and the general public who want to get involved in this industry as an employee or human resources. The existence of human resources will determine the future success of the company in the future. Progress or setbacks implementation or otherwise of the vision and mission will greatly depend on the presence of its human resources. One form of such employee behavior is the desire to get out of the organization (turnover intention) which can lead to employees leaving the decision.

The direction of this study was to determine the effect of job satisfaction on a desire to get out of the organization at the Star Hotel Semarang employees. This research is a quantitative study with a causal approach. The number of samples taken in this study were 100 respondents to the determination of the sample using non-probability sampling method. Analysis of the data used is descriptive analysis and simple linear regression analysis.

The results showed job satisfaction of employees in star hotels are in good category (71.3%) and the desire to get out of the organization's employees are in good enough category (64.3%). Employee satisfaction influence the employees' desire to get out of organisasi by 20.3% and the remaining 79.7% is influenced by other factors which are not not studied.

Keyword : Human Resources, Job Satisfaction, Turnover Intention