

## ABSTRACT

*This research was conducted at Gumilang Regency Hotel which is one of the companies in the field of tourism which in its work relates directly to consumers so the company must have high employee productivity. This requires good human resources so that the company can achieve the goals to be achieved. The role of employees is needed by the company so that the company must provide satisfaction to employees so that employees are more motivated to complete their work.*

*The purpose of this study was to determine the effect of work motivation on job satisfaction at Gumilang Regency Hotel employees.*

*This study uses descriptive and causal analysis techniques. The method of data collection in this study was carried out through distributing questionnaires to 76 respondents, namely all employees of Gumilang Regency Hotel. The questionnaire in this study consisted of 40 statements. In explaining the results of the study, the data analysis technique used descriptive analysis, analysis. Simple linear, and coefficient of determination.*

*The results of data processing show that the hypothesis test shows that  $H_1$  is rejected, meaning that work motivation does not have a significant positive effect on employee job satisfaction at Gumilang Regency Hotel. In the test the coefficient of determination with a R square value of 0.012. this shows that the influence of work motivation on job satisfaction is 1.2% while the remaining 98.8% is influenced by variables not examined in this study.*

*Keywords: Job Satisfaction, Motivation*