

ABSTRACT

Reached vision and mission of the company will depend on the employee's commitment. So, organization need's individu has commitmen for their organization for achive the goals. The fact is people always wasting time in office. Therefore job satisfaction is the important factor for life satisfaction. So organization have to create job satisfaction for their employee or human resource for have a sense of organization commitment.

The direction of this study was to determine the effect of job satisfaction (X) on organization commitment (Y) at the PT. Citra Sukapura Megah. This research is a quantitative study with a causal approach. The number of samples taken in this study were 31 respondents to the determination of the sample using saturation sampling. . 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 (77,56%) and the organization commitmen are in good category (77,07%). Employee satisfaction influence the organization commitment by 33,7% and the remaining 66,3% is influenced by other factors which are not not studied.

Keyword : Human Resources, Job Satisfaction, Organization commitment