

ABSTRACT

The present thesis analyses the effect of the job satisfaction consisting the variables of reward (X_1), challenging work (X_2), supporting of work partner (X_3), and supporting of work condition (X_4). towards the commitment of employees of Hotel Pacung Mountain Resort Bali.

The hypotheses set forth for the present study : (1) Job satisfaction consisting the variables of reward, challenging work , supporting of work partner, and supporting of work condition simultaneously affect the commitment of employees of Hotel Pacung Mountain Resort Bali, and (2) Job satisfaction consisting the variables of reward payment, challenging work , supporting of work partner, and supporting of work condition partially affect the commitment of employees of Hotel Pacung Mountain Resort Bali.

The population of the study are the employees of Hotel Pacung Mountain Resort Bali, with the total of 115 respondents altogether. The required data were gathered by means of questionnaire and interview methods. The research hypotheses were tested by using multiple linear regression model.

The result of the data analysis by means of multiple linear regression model figured out that job satisfaction consisting reward, challenging work , supporting of work partner and supporting of work condition simultaneously and significantly affect the commitment of employees of Hotel Pacung Mountain Resort Bali with determinant coefficient value (R^2) of 42,8%. While partially result showed that variables of reward payment, challenging work, supporting of work partner, and supporting of work condition significantly affect the commitment of the employees of Hotel Pacung Mountain Resort Bali.

Key Words : Job satisfaction, Reward, Challenging work , Supporting of work partner, Supporting of work condition and commitment.