

ABSTRACT

This research aims to examine and analyze the effect of physical work environment, reward, and job characteristics on employees organization commitment of Hotel Grasia Semarang.

Questionnaires were distributed to 105 employees with total sampling method. This research used software SPSS Statistic 23. The technique of data testing includes validity test, reliability test, classical assumption test, t test, F test, coefficient determination, and multiple linear regression analysis.

The results of this research indicate that physical work environment has positive and significant effect on employees organization commitment, reward has positive and significant impact on employees organization commitment, and job characteristic has positive and significant impact to employees organization commitment.

Keyword: Physical Work Environment, Reward, Job Characteristics, Organization Commitment.