

ABSTRACT

The purpose of this study is to answer about the influence of job satisfaction on turnover intention, the influence of turnover intention on employee performance, the influence of job satisfaction on employee performance, and job satisfaction influence to employee performance through turnover intention as intervening variable.

Samples that used in this research are 149 Hotel Horison Semarang employees with using simple random sampling, method data analysis used are multiple linear regression analysis, using SPSS program.

Results of hypothesis testing, shows that the variables: the job satisfaction has negative influence on turnover intention, turnover intention has negative influence on employee performance, job satisfaction has positive influence on employee performance, and turnover intention can be a intervening variable between job satisfaction on employee performance. The result of the small value of the coefficient of determination indicates that the ability of variables job satisfaction in explaining variable turnover intention is very limited. Likewise the coefficient of determination value of turnover intention variables that tend to be small, so it is limited in explaining the variable performance of employees.

Keywords: Job Satisfaction, turnover intention, employee performance