

## **ABSTRACT**

The human factor as workers always have a close relationship with business entities (organizations and companies), because humans are a source of inspiration and driving force of organizational functions. Therefore, human resources must be maintained properly, because if it is not done, it will result in a potential reduction in resources caused by the release of human resources (turnover intention). The exit of human resources from work can be caused by several things, such as: job satisfaction and organizational commitment.

Object of this study Graha Santika Hotel, Jalan Pandanaran 116-120 Semarang. Reasons to take an object at Hotel Graha Santika Semarang, because of the many new hotels are set to make consumers have many alternatives to choose hotels that match the tastes of each consumer. Consequently, consumers at the Hotel Graha Santika be decreased, so that hotel revenue is also reduced. The reduced revenue resulted in employee job satisfaction and organizational commitment on Hotel Graha Santika be low, so that turnover intention (desire to move) the greater.

The purpose of this study was to analyze the effect of job satisfaction and organizational commitment to employees' desire to move Hotel Graha Santika Semarang.

The population in this study were employees Graha Santika Hotel, Jalan Pandanaran 116-120 Semarang, amounting to 151 employees, while the number of samples as many as 60 employees. Sample loading technique is simple random sampling technique. This type of data is primary. Methods of data collection using questionnaires. Analysis technique used is multiple regression.

Results of analysis using SPSS Version 13 indicate that: (1). Job satisfaction and a significant negative effect on employees' willingness to move. (2). Organizational commitment and significant negative effect on employees' willingness to move.

**Keywords :** Job Satisfaction, Organizational Commitment and Desire Job Switching