

ABSTRACT

Voluntary employee turnover should be avoided. Companies need to be more careful if the voluntary employee turnover showed an upward trend. If this happens, it means there is an indication that the company needs to do more managerial introspection and correction, because it is probably caused by a poor management. High employee turnover rate in the company will lead to financial losses for the company. The employee's intention to quit can be caused by a lack of appropriate organizational culture, low motivation and lack of employee's job satisfaction.

This purpose of the study is to analyze the influence of organizational culture, motivation and job satisfaction to intention to quit on Patra Semarang Convention Hotel's employees. The sample are from 112 respondents. Data analysis was performed using multiple linear regression test.

Based on the analysis of the data concluded that organizational culture, motivation and job satisfaction negatively affect the intention quit of Patra Semarang Convention Hotel's employees. The results of the study provide recommendations for the company to increase the value of salaries, bonuses, benefits, and service, increasing the loyalty between employees and management, provide space and time for employees to relate to each other, increasing the value of salaries, bonuses, benefits, and service.

Keywords: Organizational Culture, Motivation, Job Satisfaction, Intention to quit