ABSTRACT

Relationship Analyses among Employee Participation, Compensation System, Employee Empowerment, Job Satisfaction, and Organization Commitment toward Sri Varita Hotel, Jakarta

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Employee participation gives positive and significant effect toward employee empowerment, but it did not influence significantly on job satisfaction. Employee participation gives negative and significant effect on organization commitment of Sri Varita hotel employee, mainly on continuance commitment. Compensation system gives positive effect but did not significant on empowerment and job satisfaction. Compensation system of Sri Varita hotel gives negative influence on organization commitment. Compensation system negative influence toward organization commitment mainly caused by continuance commitment. Employee empowerment gives positive and significant toward job satisfaction and organization commitment.

Keywords: Employee Participation, Compensation System, Employee Empowerment, Job Satisfaction, Organization Commitment, Sri Varita Hotel.