



THE DETERMINANTS OF COMMITMENT: AN ANALYSIS OF FRINGE BENEFITS AND ORGANIZATIONAL COMMITMENT MEDIATING BY JOB SATISFACTION

Debi Setyawati
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Organizational Commitment Mediating by Job Satisfaction



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Hotels usually open in a tourism destination. However, with the growth of meetings, incentives, conferences, and events, more and more hotels open in big cities. Since not only small, medium enterprises exist in Jakarta but also a national and international one, hence the need to have a meeting for business purposes between the companies arise. Many hotels are providing the best services to attract and maintain their customers. However, since hotels are dealing with end customers, the importance of employees becomes very urgent and ways to keep them around become another important study.

This monograph tries to see how to retain employees through fringe benefits, job satisfaction, and organizational commitment. It is hoped that this monograph will be strengthening the belief of fringe benefits to surely increase job satisfaction that will lead to high organizational commitment.

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