

TABLE OF CONTENT

	Page
COVER PAGE	
TITLE PAGE	
DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT	ii
APPROVAL PAGE BY <i>FINAL</i> PAPER ADVISOR.....	iv
APPROVAL PAGE BY <i>FINAL</i> PAPER COMMITTEE.....	v
ABSTRACT	vi
<i>ABSTRAK</i>.....	vii
PREFACE	viii
TABLE OF CONTENTS.....	x
LIST OF FIGURES	xii
LIST OF TABLES	xiii
LIST OF APPENDICES.....	xv
 CHAPTER I INTRODUCTION	
1.1 Background of the Study	1
1.2 Problem Limitation	5
1.3 Problem Formulation	5
1.4 Objective of the Research	6
1.5 Benefit of the Research	6
1.5.1 Theoretical Benefit	7
1.5.2 Practical Benefit	7
 CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT	
2.1 Theoretical Background.....	9
2.1.1 Hospitality	9
2.1.2 Hospitality Management.....	10
2.1.3 Human Resouce Management.....	11

2.1.4 Compensation.....	12
2.1.5 Training.....	15
2.1.6 Job Satisfaction.....	21
2.1.7 Relationship between Compensation and Job Satisfaction.....	24
2.1.8 Relationship between Training and Job Satisfaction.....	24
2.1.9 Relationship between Compensation and Training on Job Satisfaction.....	25
2.2 Previous Research.....	25
2.3 Hypothesis Development.....	27
2.4 Research Model.....	28
2.5 Framework of Thinking	29

CHAPTER III RESEARCH METHODOLOGY

3.1 Research Design	31
3.2 Population and Sample	32
3.3 Data Collection Method.....	33
3.4 Operational Definition and Variable Measurement.....	35
3.5 Data Analysis Method	37

CHAPTER IV RESEARCH RESULT AND DISCUSSION

4.1 General Review of Research Object.....	47
4.1.1 Bried Overview of Four Points By Sheraton Medan.....	47
4.1.2 Organizational structure.....	48
4.2 Research Results.....	52
4.2.1 Test of Research Instrument.....	52
4.2.2 Descriptive Statistics	55
4.2.3 Result of Data Quality Testing.....	70
4.2.4 Result of Hypothesis Testing	76
4.3 Discussion	78

CHAPTER V. CONCLUSION

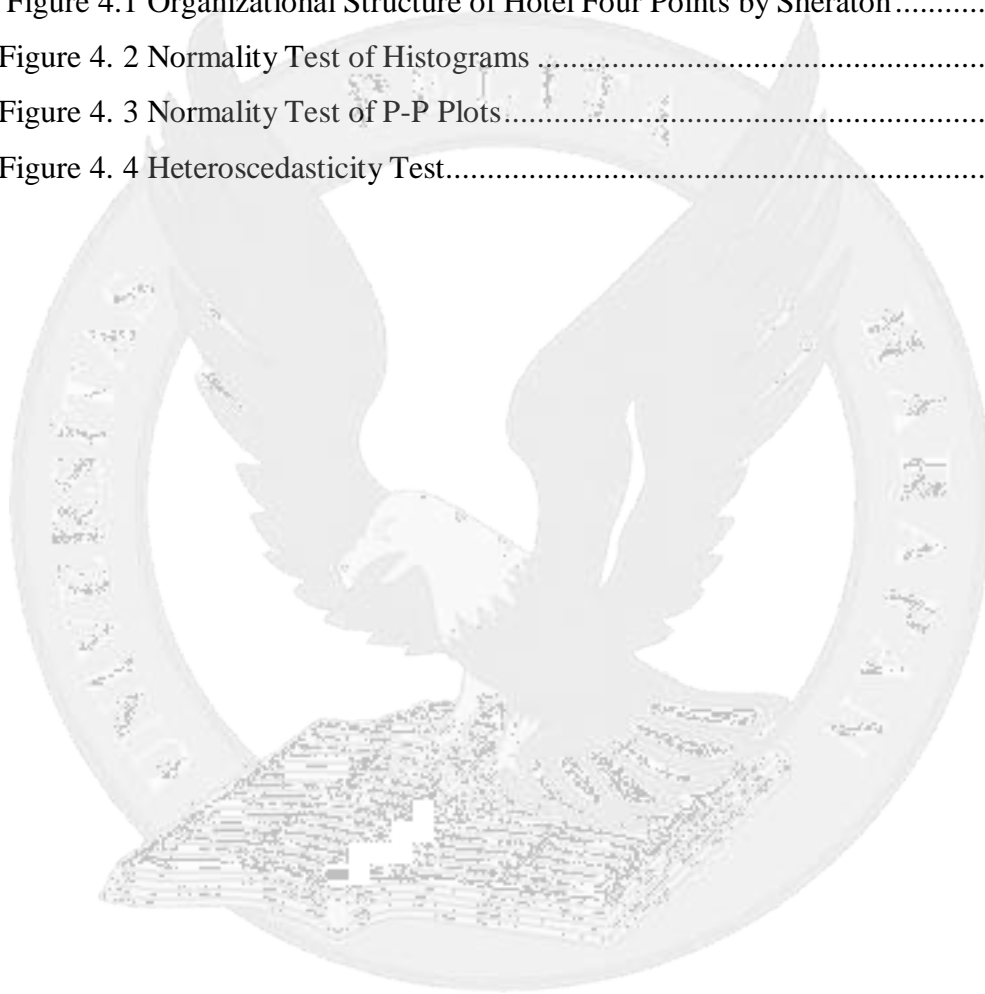
5.1 Conclusion	83
5.2 Recommendation	84

REFERENCES.....	84
------------------------	-----------



LIST OF FIGURES

	Page
Figure 1. 1 Turnover Data at Hotel Four Points by Sheraton 2018-2020.....	2
Figure 2. 1 Research Model	28
Figure 2. 2 Framework of Thinking.....	30
Figure 4.1 Organizational Structure of Hotel Four Points by Sheraton.....	48
Figure 4. 2 Normality Test of Histograms	71
Figure 4. 3 Normality Test of P-P Plots.....	71
Figure 4. 4 Heteroscedasticity Test.....	73



LIST OF TABLE

	Page
Table 1. 1 Employee Turnover at Hotel Four Points by Sheraton, Medan (2018-2020).....	2
Table 3. 1 Operational Variable	36
Table 3. 2 Normality Test Intervals.....	42
Table 4. 1 Test Results for the Validity of Compensation (X_1)	53
Table 4. 2 Test Results for the Validity of Training (X_2)	53
Table 4. 3 Test Results for the Validity of Job Satisfaction (Y)	54
Table 4. 4 Test Results for the Reliability of Compensation	54
Table 4. 5 Test Results for the Reliability of Training	55
Table 4. 6 Test Results for the Reliability of Job Satisfaction	55
Table 4. 7 Characteristics of Respondents by Gender	55
Table 4. 8 Characteristics of Respondents by Age	56
Table 4. 9 Variable X_1 - Question 1	56
Table 4. 10 Variable X_1 - Question 2.....	57
Table 4. 11 Variable X_1 - Question 3.....	57
Table 4. 12 Variable X_1 - Question 4.....	57
Table 4. 13 Variable X_1 - Question 5.....	58
Table 4. 14 Variable X_1 - Question 6.....	58
Table 4. 15 Variable X_1 - Question 7.....	58
Table 4. 16 Variable X_1 - Question 8.....	59
Table 4. 17 Variable X_2 - Question I.....	59
Table 4. 18 Variable X_2 - Question 2.....	60
Table 4. 19 Variable X_2 - Question 3.....	60
Table 4. 20 Variable X_2 - Question 4.....	60
Table 4. 21 Variable X_2 - Question 5.....	61
Table 4. 22 Variable X_2 - Question 6.....	61
Table 4. 23 Variable X_2 - Question 7.....	61
Table 4. 24 Variable X_2 - Question 8.....	62
Table 4. 25 Variable Y- Question I	62

Table 4. 26 Variable Y- Question 2	63
Table 4. 27 Variable Y- Question 3	63
Table 4. 28 Variable Y- Question 4	63
Table 4. 29 Variable Y- Question 5	64
Table 4. 30 Variable Y- Question 6	64
Table 4. 31 Descriptive Statistics	65
Table 4. 32 The Interval Tables	65
Table 4. 33 The Interval Tables	66
Table 4. 34 Degree of Assessment of Each Variable	67
Table 4. 35 Respondents' Responses to Compensation (X_1)	68
Table 4. 36 Respondents' Responses to Training (X_2)	69
Table 4. 37 Respondents' Responses to Job Satisfaction (Y)	70
Table 4. 38 Normality Test of Kolmogorov Smirnov	72
Table 4. 39 Multicollinearity Test	73
Table 4. 40 Heteroscedasticity Test	74
Table 4. 41 Multiple Linear Regression Analysis	75
Table 4. 42 Determination Coefficient Test	76
Table 4. 43 Partial Test	76
Table 4. 44 Simultaneous Test	77

LIST OF APPENDICES

Appendix A	Questionnaire	A-1
Appendix B	Tabulation Questionnaire Data	B-1
Appendix C	Tabulation Questionnaire Data.....	C-1
Appendix D	Spss Ouput	D-1
Appendix E	R Table	E-1
Appendix F	T Table	F-1
Appendix G	F Table	G-1
Appendix H	Letter	H-1

