

Pengaruh Perceived Firm Fairness Terhadap Job Satisfaction, Firm Commitment, Burnout dan Turnover intention Pada Auditor Di Jakarta = The Effects of Perceived Firm Fairness To Job Satisfaction, Firm Commitment, Burnout And Turnover Intention Towards Auditor In Jakarta

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Abstrak

Penelitian ini bertujuan untuk menguji hubungan antara perceived firm fairness, job satisfaction, firm commitment, burnout dan turnover intention. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Sampel dalam penelitian ini adalah sebanyak 323 auditor KAP yang berlokasi di Jakarta. Data penelitian diperoleh dari hasil pengisian kuesioner dan dianalisis dengan menggunakan teknik analisis Structural Equation Modeling (SEM). Hasil penelitian ini berhasil membuktikan bahwa (1) Perceived firm fairness memiliki pengaruh positif dan signifikan terhadap job satisfaction; (2) Job satisfaction memiliki pengaruh positif dan signifikan terhadap firm commitment; (3) Firm commitment terbukti berpengaruh negatif dan signifikan terhadap burnout; (4) Burnout terbukti berpengaruh positif dan signifikan terhadap turnover intention, berarti bahwa semakin tinggi burnout maka semakin tinggi turnover intention karyawan; (5) Firm commitment terbukti berpengaruh negatif dan signifikan terhadap turnover intention; (6) Perceived firm fairness terbukti berpengaruh negatif dan signifikan terhadap burnout dan (7) Perceived firm fairness terbukti berpengaruh negatif dan signifikan terhadap turnover intention.

.....This study aims to examine the relationship between perceived firm fairness, job satisfaction, firm commitment, burnout and turnover intention. The approach used in this research is a quantitative approach. The sample in this study were 323 KAP auditors located in Jakarta. The research data was obtained from the results of filling out the questionnaire and analyzed using the Structural Equation Modeling (SEM) analysis technique. The results of this study succeeded in proving that (1) Perceived firm fairness has a positive and significant influence on job satisfaction; (2) Job satisfaction has a positive and significant impact on firm commitment; (3) Firm commitment is proven to have a negative and significant effect on burnout; (4) Burnout has proven to have a positive and significant effect on turnover intention, meaning that the higher the burnout, the higher the employee turnover intention; (5) Firm commitment is proven to have a negative and significant effect on turnover intention; (6) Perceived firm fairness is proven to have a negative and significant effect on burnout and (7) Perceived firm fairness is proven to have a negative and significant effect on turnover intention.