

Pengaruh efektivitas pelatihan prestise organisasi dan peluang pertumbuhan karir terhadap turnover intention karyawan studi empiris pada auditor junior kantor akuntan publik the big four di jakarta = The effect of training effectiveness organizational prestige and career growth opportunities on employee turnover intention empirical study on junior auditors in the big four public accounting firms in jakarta / Anggi Cinintya Hutapea

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Abstrak

[Penelitian ini bertujuan untuk menguji peran peluang pertumbuhan karir dalam menjelaskan turnover intention auditor junior di kantor akuntan publik (KAP) The Big Four di Jakarta. Data penelitian ini diambil dari 213 sampel dengan menggunakan kuesioner. Penelitian ini mengusulkan bahwa peluang pertumbuhan karir merupakan manfaat yang dinilai penting bagi karyawan dalam hal ini auditor junior pada KAP. Di mana ketika auditor junior percaya bahwa KAP tempat mereka bekerja memberikan manfaat berupa peluang pertumbuhan karir maka mereka akan berkomitmen kuat terhadap KAP tersebut yang pada gilirannya dapat menurunkan tingkat turnover intention. Penelitian ini juga bertujuan untuk mengidentifikasi variabel anteseden yang diusulkan dari variabel peluang pertumbuhan karir, yaitu variabel efektivitas pelatihan dan prestise organisasi perusahaan. Hasil pengolahan data menggunakan structural equation modeling (SEM) menunjukkan bahwa efektivitas pelatihan dan prestise organisasi berpengaruh positif dan signifikan terhadap peluang pertumbuhan karir. Selanjutnya, peluang pertumbuhan karir berpengaruh positif dan signifikan terhadap komitmen organisasi, serta komitmen organisasi berpengaruh negatif dan signifikan terhadap turnover intention.;This study aims to examine the role of career growth opportunities in explaining junior auditor turnover intentions in the big four public accounting firms in Jakarta. The research data was taken from 213 samples using a questionnaire. This study proposes that career growth opportunities are considered important benefits for employees in this case a junior auditor at public accounting firms. Where as a junior auditor believes that the firm for which they work to provide benefits in the form of career growth opportunities, they will be strongly committed to the firm, which in turn can reduce the level of turnover intention. This study also aims to identify the proposed antecedent variables of variable career growth opportunities, the variables are training effectiveness and organizational prestige. The results of data processing using structural equation modeling (SEM) showed that the training effectiveness and organizational prestige has significant positive effect on career growth opportunities. Further,

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