

## Visi

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### Abstrak

The purpose of this research is to examine the relationships of job satisfaction to organizational commitment and turnover intentions. Next, the purpose of this research is to examine whether organizational commitment related to turnover intentions. This research conducted with survey on auditors working on the big audit firms in Jakarta that affiliated to foreign audit firms (The Big Four). Unit analysis are auditors who have non-partner position i.e: junior, senior and manager that concentrated in audit services. The structural equation modeling with AMOS program is used to analyzed the data. The results of this research suggest that job satisfaction has significant positive relationships to organizational to turnover intentions. Next, organizational commitment has significant negative relationship to turnover intentions. This result suggests that job satisfaction related to turnover intentions both of direct or through organizational commitment.