

ABSTRACT

The Influence of Auditor's Professionalism on Job satisfaction, Organization Commitment and Job performance also Turnover intentions in Java and Bali

Dian Agustia

This study intended to test the variable effect on auditor's professionalism toward individual work outcomes. Individual work outcomes which are job satisfaction, organizational commitment, job performance and turnover intentions. This study also intended to test the influence of those individual work outcomes inter variables.

This study proved that auditor's professionalism have directly and positively effect on individual work outcomes variable, job satisfaction, job performance and turnover intention. Auditor professionalism proved did not influence on organization commitment. The effect between individual work outcomes variables proved that job satisfaction does not have effect on organizational commitment, on job performance or turnover intentions.

Auditor's professionalism influences directly the turnover intentions, job performance influences the turnover intentions. From those two line connection above there is also on indirect influence between auditor professionalism on turnover intentions through job performance. Means that the higher an auditor's professionalism, the turnover intentions be lower because he or she has higher job performance.

This study can be used as information for organization leaders that an employee's professionalism will influences their individual work outcomes (job satisfaction, job performance and turnover intentions). But besides that, also comprise important thing that one's professional level have direct effect on turnover intentions and indirectly effect on turnover intentions through job performance.

Keywords : Auditor's professionalism, job satisfaction, organizational commitment, job performance and turnover intentions.