

ABSTRACT

The purpose of this research is to examine the effect of job-leisure conflict and compensation on turnover intention with job satisfaction as intervening variable. The data is primary data obtained from employees who work in public accounting firms in Yogyakarta Special Region and Surakarta. Analysis tool used in this study is Partial Least Square Analysis. The result showed that job-leisure does not have significant effect on job satisfaction and turnover intention, job satisfaction also does not have significant effect on turnover intention, compensation have significant effect on job satisfaction and turnover intention. However, job satisfaction cannot mediate the effect of job-leisure conflict and compensation toward turnover intention. Based on the research findings, employer should pay more attention on compensation system in order to minimize the turnover intention among their employees.

Keyword: job-leisure conflict, compensation, job satisfaction, turnover intention