

CHAPTER V

CONCLUSION, SUGGESTION AND RESEARCH LIMITATION

A. Conclusion

This research examines the relationship between job-leisure conflict, compensation, job satisfaction, and turnover intention. Job satisfaction is used as intervening variable to mediate the effect of job-leisure conflict and compensation on turnover intention. Total data that can be processed is 30 data from 5 public accounting firms in Yogyakarta Special Region and 3 public accounting firms in Surakarta. From the analysis result, it can be conclude that:

1. Job-leisure conflict is not significantly affect job satisfaction.
2. Compensation is significantly and positively affect job satisfaction.
3. Job-leisure conflict is not significantly affect turnover intention.
4. Compensation is significantly and negatively affect turnover intention.
5. Job satisfaction is not significantly affect turnover intention.
6. Job satisfaction cannot mediate the relationship between job-leisure conflict and turnover intention.
7. Job satisfaction cannot mediate the relationship between compensation and turnover intention.

B. Suggestion

Based on the results of research that has been done, there are several suggestions as follows

1. Employers should evaluate compensation system in order to minimize the intention to quit among their employees.
2. Future research should expand the object of research such as Semarang and other regions.
3. Future researcher should avoid to do research at the end and beginning of the year because it is the busy period for auditors so that the level of acceptance and return of questionnaires is low.

C. Research Limitation

This research still has some limitations which include:

1. The scope of the research is limited which is only in Yogyakarta Special Region and Surakarta.
2. The amount of samples is limited because some public accounting firms are in their busy season.

The result of discriminant validity for job satisfaction variable is not good because its cross loading value is more than 0.70 at two variables