

**THE EFFECT OF JOB-LEISURE CONFLICT AND COMPENSATION
ON EMPLOYEE TURNOVER INTENTON WITH JOB SATISFACTION
AS THE INTERVENING VARIABLE
(A Study on Public Accounting Firms in Yogyakarta and Surakarta)**

UNDERGRADUATE THESIS

Submitted as a Part Fulfillment of the Requirement for the Attainment of the
Degree of Bachelor of Economics in Accounting Department, Faculty of
Economics and Business, Universitas Muhammadiyah Yogyakarta



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**FACULTY OF ECONOMICS AND BUSINESS
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
2018**

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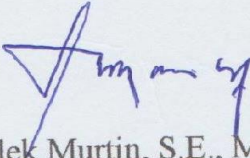
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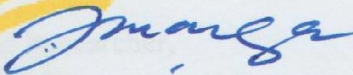
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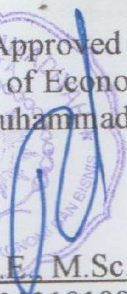
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STATEMENT OF ORIGINALITY

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Yogyakarta, April 3, 2018

The Researcher,

Ana Mugiyati

MOTTO

But they plan, and Allah plans. And Allah is the best of planners.

(Quran 8:30)

DEDICATION PAGE

I would like to dedicate this undergraduate thesis to:

My beloved mother

(Marsini)

My beloved father

(Ngadi)

My beloved sister

(Dina Septiana)

My beloved grandmother

(Partini)

My favorite Islamic school

Universitas Muhammadiyah Yogyakarta

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

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Yogyakarta, April 9, 2018

The Researcher,

Ana Mugiyati

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