

RINGKASAN

Penelitiannya berjudul **“Pengaruh Kepuasan Gaji, Perceived Support in Employee Development dan Workplace Friendship Terhadap Turnover Intention Auditor Milenial (Studi Pada Kantor Akuntan Publik Big Four di Jakarta)”**. Tujuan dari penelitian ini adalah untuk mengetahui tingkat *turnover intention* yang terjadi pada auditor milenial khususnya di KAP *big four* terhadap kepuasan gaji, dukungan yang dirasakan dalam pengembangan karyawan dan pertemanan di tempat kerja.

Metode penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* dengan jumlah responden yang diperoleh adalah 105 responden. Hasil penelitian ini menunjukkan: (1) kepuasan gaji berpengaruh negatif terhadap turnover intention, (2) persepsi dukungan dalam pengembangan karyawan berpengaruh negatif terhadap turnover intention, (3) pertemanan di tempat kerja berpengaruh negatif terhadap turnover intention.

Berdasarkan hasil penelitian ini, implikasinya adalah sebaiknya manajemen Kantor Akuntan Publik: (1) Memberikan gaji yang kompetitif berdasarkan asas keadilan, (2) Memberikan pengawasan yang lebih mendukung kepada karyawannya, (3) Membangun lingkungan kerja yang mendukung.

Kata kunci: Kepuasan Gaji, Perceived Support in Employee Development, Persahabatan di Tempat Kerja, Turnover Intention.

SUMMARY

This research is entitled "The Influence of Salary Satisfaction, Perceived Support in Employee Development and Workplace Friendship on Turnover Intention of Millennial Auditors (Study at Big Four Public Accounting Firms in Jakarta)". The purpose of this study was to determine the level of turnover intention that occurs in millennial auditors, especially in the big four on pay satisfaction, perceived support in employee development and workplace friendship.

The research method used in this research is quantitative method. The sampling technique used is purposive sampling with the number of respondents obtained is 105 respondents. The results of this study indicate: (1) pay satisfaction has a negative effect on turnover intention, (2) perceived support in employee development has a negative effect on turnover intention, (3) workplace friendship has a negative effect on turnover intention.

Based on the results of this study, the implication is the management of the Public Accounting Firm should (1) Provide competitive salary based on the principle of fairness, (2) Deliver more supportive supervision to their employees, (3) Establish a supportive working environment .

Keywords: *Pay Satisfaction, Perceived Support in Employee Development, Workplace Friendship, Turnover intention.*