

STUDI EMPIRIS KEPUASAN KERJA, JOB INSECURITY, KOMITMEN ORGANISASI, DAN KEINGINAN BERPINDAH AKUNTAN PUBLIK DI SEMARANG

Mudji Mranani

Fakultas Ekonomi Universitas Muhammadiyah Magelang

Email: mranani_umm@yahoo.com

Diterima 4 Februari 2008/disetujui 24 Maret 2008

ABSTRACT

This Research aim to to check how far influence of Job Satisfaction, Job insecurity and organizational commitment to migratory desire of laboring accountant staff at Public Accountant Firm in Semarang Data Research obtained by judgement purposive sampling to laboring accountant staff at Public Accountant Firm residing in Semarang. Amount of responden which is competent to be used in this research counted 48 responden. Research data consist of information Job Satisfaction, Job insecurity and organizational commitment as free variable and migratory desire as variable tied. Analysis method the used is doubled linear regression model. Variable one until three tested by using t test to assess how far influence of is each free variable individually in explaining variable tied. While fourth variable tested by using test of f to assess ability of free variable to variable tied by together. Before hypothesis test beforehand to test classic assumption. Result of classic assumption test indicate that do not there are multicolinierrity, heteroscedastisity, and autocorrelation. Result of research indicate that Job Satisfaction, Job insecurity and organizational commitment have an effect on and negativity of significance to migratory desire. While Job insecurity have on positive effect to migratory desire. Result of hypothesis test also indicate that independent variable of job satisfaction, job insecurity and of organizational commitment by together have influence to migratory desire as variable of dependent.

Keyword: *Job Satisfaction, Job Insecurity, Organizational Commitment, Migratory Desire*

PENDAHULUAN

Bagi suatu organisasi, kinerja karyawan sangatlah penting, karena kinerja dapat

menunjukkan bagaimana karyawan melakukan segala sesuatu yang berhubungan dengan pekerjaannya dalam organisasi. Kinerja suatu perusahaan sangat ditentukan oleh kondisi dan