

APPENDIX

APPENDIX I
RESEARCH PERMISSION LETTER



UMY UNIVERSITAS
MUHAMMADIYAH
YOGYAKARTA
Unggul & Islami

FAKULTAS EKONOMI DAN BISNIS

- Program Studi Manajemen (Terakreditasi A, 2018)
- Program Studi Akuntansi (Terakreditasi A, 2015)
- Program Studi IESP (Terakreditasi A, 2016)

Nomor : 1893 /A.4-II/AKT/VIII/2019

Yogyakarta, 02 Agustus 2019

Hal : **Permohonan Ijin Riset**

Kepada Yth.
Kantor Akuntan Publik

Assalaamu'alaikum Wr. Wb.

Untuk mendapatkan gelar kesarjanaan pada Fakultas Ekonomi UMY, salah satu kewajiban mahasiswa adalah menyusun Tulisan Ilmiah/Skripsi.

Sehubungan dengan hal tersebut diatas kami mohon kesediaan Bapak/Ibu untuk memberikan ijin penelitan kepada:

N a m a : Dabelistha Seza Depudi
No. Mahasiswa : 20160420300
Program Studi : Akuntansi
Alamat : Jl. Raya Solo Sragen Km 12 No 147
Kebaksari, Kebak, Kebakkramat.
Tujuan : Untuk menyusun Skripsi yang berjudul:
The Influence of Organizational Commitment and
Career Growth Opportunity towards Auditor
Turnover Intention (A Study on Public Accounting
Firm in Central Java and Daerah Istimewa
Yogyakarta)
Lokasi : DIY dan Jawa Tengah
Waktu : 7 Agustus 2019 - Selesai

Atas kerjasama dan bantuan Bapak/Ibu kami ucapkan terima kasih.

Wassalaamu'alaikum Wr. Wb.

Wakil Dekan



Endah Septutyingsih, M.Si

ADDRESS

Kampus Terpadu UMY
Jl. Lingkar Sefatan • Tamantirto • Kasihan • Bantul
Yogyakarta 55183
Indonesia

CONTACT

Phone +62 274 387656 ext.117
Fax +62 274 387646
Email info.feb@umy.ac.id
Web www.umy.ac.id

Unggul & Islami



Drs. HENRY & SUGENG
Registered Public Accountants
Tax and Management Consultants
Kep-1365/KM.I/2009

SURAT KETERANGAN

Nomor : 221/KAP/HS/YGY/X/2019
Perihal : Surat Keterangan

Yang bertandatangan dibawah adalah Manajer Audit KAP Drs. Henry & Sugeng menerangkan bahwa :

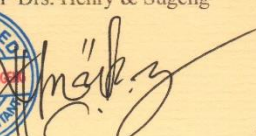
Nama	: Dabelistha Seza Depudi
NIM	: 20160420300
Prodi	: Akuntansi
Fakultas	: Ekonomi dan Bisnis
Universitas	: Universitas Muhammadiyah Surakarta

Adalah benar telah mengirimkan Kuesioner untuk penelitian dalam rangka menyusun skripsi dengan judul "The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention"

Demikian Surat Keterangan ini dibuat dan untuk digunakan sebagaimana mestinya.

Yogyakarta, 16 Oktober 2019
KAP Drs. Henry & Sugeng




Putri Dwi Jayanti, S.E., Ak.
Manajer Audit

Kantor Pusat : Jl. Gajah Mada 22 Telp. (0274) 514883 Fax. (0274) 514883 Yogyakarta 55112
Kantor Cabang : Jl. Manunggal Kebonsari Kencana No. 45 Blok B-10 Kebonsari Jambangan Surabaya 60233
Telp. (031) 829 7513, 70418434 Fax. (031) 829 7513



KANTOR AKUNTAN PUBLIK DR. PAYAMTA, CPA

Jl. Ir. Sutami 25 Surakarta 57126, Telp/Fax: 0271 – 669458; Email: Kappayamta@yahoo.com.

Registered Public Accountants, Tax & Management Consultants Ijin Menteri Keuangan RI No: KEP-1111/KMK.1/2010.

SURAT KETERANGAN PENELITIAN

Nomor: 497/SKP/PYT/VIII/2019

Yang bertandatangan dibawah ini, atas nama Kantor Akuntan Publik Dr. Payamta, CPA menerangkan bahwa:

Nama : DABELISTHA SEZA DEPUDI
NIM/NIRM : 20160420300
Asal PTN / PTS : UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
Fakultas / Jurusan : EKONOMI DAN BISNIS / AKUNTANSI

Telah mengadakan Penelitian di Kantor Akuntan Publik Dr. Payamta, CPA melalui pengisian kuisioner untuk keperluan penelitian Tugas Akhir/Skripsi dengan judul:

THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND CAREER GROWTH OPPORTUNITY TOWARDS AUDITOR TURNOVER INTENTION ON MILLENNIAL AND NON-MILLENNIAL GENERATION (A Study on Public Accounting Firm in Central Java and Special Region of Yogyakarta)

Demikian surat keterangan ini dibuat untuk digunakan sebagaimana mestinya.

Surakarta, 26 Agustus 2019

KANTOR AKUNTAN PUBLIK DR. PAYAMTA, CPA



Marnien, SE

Administrasi & Umum

SURAT KETERANGAN

Yang bertanda tangan dibawah ini menerangkan bahwa:

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Fakultas/Jurusan : Ekonomi dan Bisnis / S1 Akuntansi
Perguruan Tinggi : Universitas Muhammadiyah Yogyakarta

Telah melakukan penyebaran kuesioner di kantor kami dalam rangka penelitian untuk keperluan penulisan skripsi yang berjudul: **“The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention on Millennial and Non-Millennial Generation (A Study on Public Accounting Firm in Central Java and Special Region of Yogyakarta)”**

Demikian surat keterangan ini dibuat sesuai keadaan yang sebenarnya.

Semarang, 15 Agustus 2019

Mengetahui


Suhadi, SE, Akar, CA

Perwakilan KAP

SURAT KETERANGAN PENELITIAN

Yang bertanda tangan di bawah ini, Mahasiswa/I dengan identitas :

Nama : Dabelistha Seza Depudi

NIM : 20160420300

Fakultas / Prodi : Ekonomi / Akuntansi

Universitas : Universitas Muhammadiyah Yogyakarta

Dengan ini menyatakan bahwa Mahasiswa/I tersebut diatas benar-benar telah melakukan penelitian di Kantor Akuntan Publik Indarto Waluyo dengan menyebarkan kuesioner dalam rangka penelitian Tugas Akhir dengan judul kuesioner :

“ THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND CAREER GROWTH OPPORTUNITY TOWARDS AUDITOR TURNOVER INTENTION ON MILLENNIAL AND NON-MILLENNIAL GENERATION “

Demikian surat keterangan yang dapat kami buat, semoga dapat digunakan sebagaimana mestinya.

Yogyakarta, Agustus 2019



Onik Aryanj, A. Md

Office Manajer



KANTOR AKUNTAN PUBLIK
HADIONO DAN REKAN
License No : 342/KM.1/2019

SURAT KETERANGAN
No. 088/KAP/HDR/VIII/2019

Yang bertanda tangan dibawah ini :

Nama : Rininta Radityasari, SE., Ak., M.Ak., CA., CPA.
Jabatan : Partner Kantor Akuntan Publik Hadiono dan Rekan
Alamat : Jl. Kusbini No. 27 Yogyakarta

Dengan ini menerangkan bahwa mahasiswa dengan identitas :

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Program Studi : Akuntansi / Ekonomi dan Bisnis
Universitas : Universitas Muhammadiyah Yogyakarta

Benar-benar melakukan penelitian di KAP Hadiono dan Rekan dengan skripsi berjudul
*"The Influence of Organizational Commitment and Career Growth Opportunity
Towards Auditor Turnover Intention (A Study on Public Accounting Firm in Central
Java and Daerah Istimewa Yogyakarta)"*.

Demikian surat keterangan ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

Yogyakarta, 16 Agustus 2019

Kantor Akuntan Publik
"HADIONO DAN REKAN "




Rininta Radityasari, SE., Ak., M.Ak., CA., CPA.

Jakarta, 22 Agustus 2019
No : 027 /SKP/LC/MNK&P/HO/VIII/2019
Perihal : Surat Keterangan Penelitian

Kepada Yth:
Dr. Endah Saptutyingsih, M.Si
Wakil Dekan
Universitas Muhammadiyah Yogyakarta

SURAT KETERANGAN PENELITIAN

Saya yang bertanda tangan di bawah ini:

Nama : Prasetyaningrum Pancawati
Jabatan : Office Manager

Dengan ini menerangkan bahwa:

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Jurusan : Akuntansi

Telah menyelesaikan penelitian dalam rangka persiapan penyusunan skripsi di kantor kami, Kantor Akuntan Publik Mahsun Nurdiono Kukuh & Partners, dengan judul penelitian: The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention (A Study on Public Accounting Firm in Central Java and Daerah Istimewa Yogyakarta).

Dengan demikian surat keterangan ini disampaikan untuk digunakan dengan semestinya, atas perhatian dan kerjasamanya, kami ucapkan terima kasih.



Hormat kami,
Kantor Akuntan Publik
Mahsun, Nurdiono, Kukuh & Partners
MNK
Prasetyaningrum Pancawati
Office Manager



SURAT KETERANGAN

No. : A.077/PEN.UMY-YK/GAB/VIII/2019

Kantor Akuntan Publik "GANUNG AB" dengan ini menerangkan bahwa :

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Perguruan Tinggi : Universitas Muhammadiyah Yogyakarta
Jurusan/Prodi : Akuntansi

Telah melaksanakan penelitian di kantor kami dengan metode pengisian kuisioner yang berjudul: **"The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention (A Study on Public Accounting Firm in Central Java and Daerah Istimewa Yogyakarta)"**.

Demikian surat keterangan ini diberikan untuk dipergunakan sebagaimana semestinya.

Surakarta, 26 Agustus 2019

Kantor Akuntan Publik
"GANUNG AB"

Apriliya Sholikha, S. Akun
Admin Kantor

SURAT KETERANGAN

Kantor Akuntan Publik "**WARTONO & REKAN**" Surakarta, dengan ini menerangkan bahwa :

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Asal PT : Universitas Muhammadiyah Yogyakarta
Program Studi : Akuntansi

Telah melaksanakan penelitian di kantor akuntan kami dengan metode pengisian kuisioner yang berjudul "The Influence of Organizational Commitment and Career Growth Opportunity Towards Auditor Turnover Intention (A Study on Public Accounting Firm in Central Java and Daerah Istimewa Yogyakarta)".

Demikian surat keterangan ini diberikan untuk dipergunakan sebagaimana semestinya.

Surakarta, 14 Agustus 2019

Kantor Akuntan Publik
"WARTONO & REKAN"



Wahyu Triwiyato, SE
Auditor



**KANTOR AKUNTAN PUBLIK
AGUS WAHJONO**

IZIN AKUNTAN PUBLIK NO. AP.1351 • IZIN USAHA KAP NO. KEP- 676 / KM.1 /2017

Audit • Tax • Management Consultant • Computerized System • Manual System

SURAT KETERANGAN

Bersama ini, Kantor Akuntan Publik AGUS WAHJONO menerangkan bahwa:

Nama : Dabelistha Seza Depudi
No. Mahasiswa : 20160420300
Program Studi : Akuntansi
Universitas : Universitas Muhammadiyah Yogyakarta

Telah melaksanakan penelitian yang berjudul The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention (A Study on Public Accounting Firm in Central Java and Daerah Istimewa Yogyakarta) dengan menyebarkan kuesioner di KAP AGUS WAHJONO.

Surat keterangan ini kami keluarkan untuk dipergunakan sebagaimana mestinya.

Yogyakarta, 30 Agustus 2019
Kantor Akuntan Publik "AGUS WAHJONO"
NO. KMK. 676/KM.1/2017

AGUS WAHJONO, SE, Ak, CPA
Partner KAP



KANTOR AKUNTAN PUBLIK
Drs. SOEROSO DONOSAPOETRO

IZIN USAHA : KEP. MENKEU NO. 254/KM.06/2004
JL. BEO No. 49 DEMANGAN BARU TELP/FAX. : 0274-589283, YOGYAKARTA 55281

SURAT KETERANGAN

Bersama ini, KAP Soeroso Donosapoetro menerangkan bahwa :

Nama : DABEISTHA SEZA DEPUDI
NIM / NIRM : 20160420300
Fakultas/ Jurusan : Ekonomi/Akuntansi
Universitas : UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

Telah melakukan penelitian yang berjudul **“The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention (A Study on Public Accounting Firm in Central Java and Daerah Istimewa Yogyakarta) “** dengan menyebar kusioner di KAP Soeroso Donosapoetro.

Surat Keterangan ini kami keluarkan untuk dipergunakan sebagaimana mestinya.

Yogyakarta, 13 Agustus 2019

KAP. SOEROSO DONOSAPOETRO
Staf Administrasi/Keuangan



Dewanggi Ra Veolita, SE

KANTOR AKUNTAN PUBLIK
KUMALAHADI, KUNCARA, SUGENG PAMUDJI & REKAN
Kantor Pusat
Jl. Kranji No. 90 Serang Baru, Mudal
Sariharjo, Ngaglik, Sleman, Yogyakarta
Telp/Fax. (0274) 4463648

SURAT KETERANGAN

Yang bertandatangan di bawah ini menerangkan bahwa:

Nama : Dabelistha Seza Depudi
NIM/NIRM : 20160420300
Program Studi : S1-Akuntansi
Universitas/Instansi : Universitas Muhammadiyah Yogyakarta

Yang bersangkutan telah melakukan penelitian untuk penyusunan Tugas Akhir Skripsi ke KAP Kumalahadi, Kuncara, Sugeng Pamudji & Rekan dengan judul:

**“The Influence of Organizational Commitment and Career Growth Opportunity
towards Auditor Turnover Intention (A Study on Publik Accounting Firm in Central
Java and Daerah Istimewa Yogyakarta)”**

Demikian Surat Keterangan ini dibuat dan untuk digunakan sebagaimana perlunya.

Yogyakarta, 20 Agustus 2019

Management Service

(Nia Juliarti, SS.)



**KANTOR AKUNTAN PUBLIK
ABDUL MONTALIB DAN YUNUS**
(d/fh. BISMAR, MONTALIB DAN YUNUS)

SURAT KETERANGAN

Yang bertandatangan di bawah ini:

Nama : Putri Ayu Riandari
Jabatan : Manager Operasional
Kantor Akuntan Publik ABDUL MONTALIB & YUNUS
Cabang Yogyakarta


Bersama ini menerangkan bahwa:

Nama : **DABELISTHA SEZA DEPUDI**
NIM/Prodi : B20160420300
Universitas : Jurusan Akutansi, Fakultas Ekonomi dan Bisnis
Univesitas Muhammadiyah yOGYAKARTA

Telah menyebarkan Kuisisioner penelitian dalam rangka menyusun skripsi yang berjudul
*"The Influence of Organization Commitment and Career Growth Opportunity Toward
Auditor Turnover Intention (A Study on Public Accounting Firm in Central Java and
Daerah Istimewa Yogyakarta)*
"

Demikian surat keterangan ini dibuat dan untuk digunakan sebagaimana mestinya.

Yogyakarta, 3 Oktober 2019
KAP Abdul Muntalib & Yunus


Putri Ayu Riandari
Manager Operasional

SURAT KETERANGAN

Yang bertanda tangan dibawah ini menerangkan bahwa:

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Fakultas/Jurusan : Ekonomi dan Bisnis / S1 Akuntansi
Perguruan Tinggi : Universitas Muhammadiyah Yogyakarta

Telah melakukan penyebaran kuesioner di kantor kami dalam rangka penelitian untuk keperluan penulisan skripsi yang berjudul: **“The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention on Millennial and Non-Millennial Generation (A Study on Public Accounting Firm in Central Java and Special Region of Yogyakarta)”**

Demikian surat keterangan ini dibuat sesuai keadaan yang sebenarnya.

Semarang, 15 Agustus 2019

Mengetahui



Perwakilan KAP

SURAT KETERANGAN

Yang bertanda tangan dibawah ini menerangkan bahwa:

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Fakultas/Jurusan : Ekonomi dan Bisnis / S1 Akuntansi
Perguruan Tinggi : Universitas Muhammadiyah Yogyakarta

Telah melakukan penyebaran kuesioner di kantor kami dalam rangka penelitian untuk keperluan penulisan skripsi yang berjudul: **“The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention on Millennial and Non-Millennial Generation (A Study on Public Accounting Firm in Central Java and Special Region of Yogyakarta)”**

Demikian surat keterangan ini dibuat sesuai keadaan yang sebenarnya.

Semarang, 15 Agustus 2019

Mengetahui



Perwakilan KAP

SURAT KETERANGAN

Yang bertanda tangan dibawah ini menerangkan bahwa:

Nama : Dabelistha Seza Depudi
NIM : 20160420300
Fakultas/Jurusan : Ekonomi dan Bisnis / S1 Akuntansi
Perguruan Tinggi : Universitas Muhammadiyah Yogyakarta

Telah melakukan penyebaran kuesioner di kantor kami dalam rangka penelitian untuk keperluan penulisan skripsi yang berjudul: **“The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention on Millennial and Non-Millennial Generation (A Study on Public Accounting Firm in Central Java and Special Region of Yogyakarta)”**

Demikian surat keterangan ini dibuat sesuai keadaan yang sebenarnya.

Semarang, 15 Agustus 2019

Mengetahui



Perwakilan KAP

APPENDIX II
RESEARCH QUESTIONNAIRE

RESEARCH QUESTIONNAIRE

**THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND CAREER
GROWTH OPPORTUNITY TOWARDS AUDITORS' TURNOVER
INTENTION ON MILLENNIAL AND NON-MILLENNIAL GENERATIONS
(A Study on Public Accounting Firm in Central Java and Special Region of
Yogyakarta)**



Submitted by:

Dabelistha Seza Depudi

20160420300

**ACCOUNTING DEPARTMENT
FACULTY OF ECONOMICS AND BUSINESS
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
2019**

Hal: Permohonan Mengisi Kuesioner Penelitian

Kepada Yth.

.....

Di Tempat

Dengan hormat,

Sehubungan dengan kegiatan penelitian untuk penyusunan tugas akhir skripsi dengan judul **“The Influence of Organizational Commitment and Career Growth Opportunity towards Auditor Turnover Intention on Millennial and Non-Millennial Generation (A Study on Public Accounting Firm in Central Java and Special Region of Yogyakarta)”** yang merupakan salah satu persyaratan untuk memperoleh gelar Sarjana Ekonomi dari Program Studi Akuntansi Universitas Muhammadiyah Yogyakarta, peneliti mengharapkan kesediaan Bapak/Ibu/Saudara/Saudari Auditor untuk meluangkan waktunya mengisi kuesioner/daftar pernyataan yang terlampir. Kegiatan penelitian ini ditujukan untuk kepentingan ilmiah dan daftar pernyataan yang terlampir dalam kuesioner hanya digunakan sebagai sarana untuk mengumpulkan data. **Peneliti menjamin kerahasiaan atas identitas seluruh jawaban Bapak/Ibu/Saudara/Saudari sesuai dengan etika penelitian.**

Dengan demikian penulis sangat mengharapkan kejujuran Bapak/Ibu/Saudara/saudari Auditor dalam pengisian kuesioner, atas kesediaan waktu untuk mengisi kuesioner ini saya ucapkan banyak terimakasih.

Yogyakarta, 07 Agustus 2019

Hormat saya,

(Dabelistha Seza Depudi)

A. IDENTITAS RESPONDEN

Sebelum mengisi pernyataan dalam kuesioner ini, mohon Bapak/Ibu/Saudara/i mengisi data berikut terlebih dahulu. Data yang telah anda isi dalam kuesioner ini akan dijamin kerahasiaannya.

1. Nama : (boleh tidak diisi)
2. Jenis Kelamin : Pria Wanita
3. Usia : 20-38 tahun
 39-54 tahun
 55-73 tahun
4. Pendidikan Terakhir : S1 S2
 S3 D3
5. Sertifikasi Profesi : CPA CMA
 CIA CISA
 CFA Lainnya,
6. Jabatan : Partner
 Senior Auditor
 Junior Auditor
 Lainnya, sebutkan.....
7. Lama bekerja dikantor ini : < 1 tahun 6-10 tahun
 1-5 tahun > 10 tahun

B. PETUNJUK PENGISIAN KUESIONER

1. Bapak/ibu/saudara/i cukup memberikan **tanda centang** (✓) pada pilihan jawaban yang tersedia sesuai dengan pendapat Bapak/Ibu/Saudara/i.
2. Peneliti mengharapkan **hanya ada satu jawaban untuk setiap pernyataan**, dengan demikian mohon untuk mengisi setiap nomor pernyataan tanpa mengosongkan satupun jawaban.
3. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat Bapak/Ibu/Saudara/i, dengan keterangan sebagai berikut:

STS	Sangat Tidak Setuju
TS	Tidak Setuju
N	Netral
S	Setuju
SS	Sangat Setuju

4. Data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya, oleh sebab itu dimohon untuk mengisi kuesioner sesuai keadaan sebenarnya dan seobjektif mungkin.

LIST OF STATEMENTS FOR ORGANIZATIONAL COMMITMENT

VARIABLES

No	PERNYATAAN	ALTERNATIF JAWABAN				
		STS	TS	N	S	SS
Bagaimana pendapat Bapak/Ibu/Saudara mengenai pernyataan berikut:						
I. Indikator : Affective Commitment						
1.	Saya akan sangat senang menghabiskan sisa karir saya di organisasi ini.					
2.	Saya benar-benar merasa seolah-olah masalah organisasi ini adalah masalah saya sendiri.					
3.	Saya tidak merasakan rasa memiliki yang kuat terhadap organisasi saya.					
4.	Saya tidak merasa terikat secara emosional dengan organisasi ini.					
5.	Saya tidak merasa menjadi bagian dari keluarga di organisasi tempat saya bekerja.					
6.	Organisasi ini memiliki banyak makna pribadi bagi saya.					
II. Indikator : Continuance Commitment						
1.	Saat ini, tinggal di organisasi ini adalah kebutuhan bagi saya seperti halnya keinginan.					
2.	Sangat sulit bagi saya untuk meninggalkan organisasi saya saat ini, bahkan jika saya ingin.					
3.	Banyak hal dalam hidup saya akan terganggu jika saya memutuskan ingin meninggalkan organisasi saya saat ini.					

No	PERNYATAAN	ALTERNATIF JAWABAN				
		STS	TS	N	S	SS
4.	Saya merasa bahwa saya hanya memiliki sedikit pilihan dalam mempertimbangkan untuk meninggalkan organisasi ini.					
5.	Jika saya belum menempatkan diri saya ke dalam organisasi ini, saya mungkin akan mempertimbangkan untuk bekerja di tempat lain.					
6.	Salah satu konsekuensi negatif jika meninggalkan organisasi ini adalah kelangkaan alternative pekerjaan yang tersedia.					
III. Indikator : Normative Commitment						
1.	Saya tidak merasa berkewajiban untuk tetap bekerja dengan atasan saya saat ini.					
2.	Bahkan jika itu untuk keuntungan saya, saya tidak merasa benar untuk meninggalkan organisasi saya sekarang.					
3.	Saya akan merasa bersalah jika saya meninggalkan organisasi saya sekarang.					
4.	Organisasi ini layak mendapatkan kesetiaan saya.					
5.	Saya tidak akan meninggalkan organisasi saya sekarang karena saya memiliki rasa kewajiban kepada orang-orang di dalamnya.					
6.	Saya berutang banyak kepada organisasi saya.					

Source: Meyer, Allen, dan Smith (1993)

LIST OF STATEMENTS FOR CAREER GROWTH OPPORTUNITY

VARIABLES

No	PERNYATAAN	ALTERNATIF JAWABAN				
		STS	TS	N	S	SS
Bagaimana pendapat Bapak/Ibu/Saudara mengenai pernyataan berikut:						
I. Indikator : Career Goal Progress						
1.	Pekerjaan saya saat ini membuat saya semakin dekat dengan tujuan karir saya.					
2.	Pekerjaan saya saat ini relevan dengan tujuan karier dan pertumbuhan kejuruan saya.					
3.	Pekerjaan saya saat ini menjadi dasar bagi realisasi tujuan karir saya.					
4.	Pekerjaan saya saat ini memberi saya peluang bagus untuk mewujudkan tujuan karier saya.					
II. Indikator : Professional Ability Development						
1.	Pekerjaan saya saat ini mendorong saya untuk terus mendapatkan keterampilan baru dan terkait pekerjaan.					
2.	Pekerjaan saya saat ini mendorong saya untuk terus mendapatkan pengetahuan baru dan terkait pekerjaan.					
3.	Pekerjaan saya saat ini mendorong saya untuk mengumpulkan pengalaman kerja yang lebih banyak.					
4.	Pekerjaan saya saat ini memungkinkan saya untuk terus meningkatkan kemampuan profesional saya.					

No	PERNYATAAN	ALTERNATIF JAWABAN				
		STS	TS	N	S	SS
III. Indikator : Promotion Speed						
1.	Kecepatan promosi saya di organisasi saya saat ini cepat.					
2.	Peluang untuk dipromosikan dalam organisasi saya saat ini tinggi.					
3.	Dibandingkan dengan organisasi sebelumnya, posisi saya di organisasi saya saat ini sangat ideal.					
4.	Dibandingkan dengan kolega saya, saya dipromosikan lebih cepat.					
IV. Indikator : Remuneration Growth						
1.	Gaji saya meningkat dengan cepat di organisasi saya saat ini.					
2.	Dalam organisasi ini, kemungkinan kenaikan gaji saya saat ini sangat besar.					
3.	Dibandingkan dengan kolega saya, kenaikan gaji saya lebih cepat.					

Source: Weng dan Hu (2009)

LIST OF STATEMENTS FOR TURNOVER INTENTION VARIABLES

Bagaimana pendapat Bapak/Ibu/Saudara mengenai pernyataan berikut:						
1.	Saya sedang berpikir untuk meninggalkan organisasi ini.					
2.	Saya berencana mencari pekerjaan baru.					
3.	Saya bermaksud bertanya kepada orang-orang tentang peluang kerja baru.					
4.	Saya tidak berencana untuk berada di organisasi ini lebih lama.					

Sumber: Kelloway, Gottlieb, dan Barham (1999)

APPENDIX III
RESPONDENT DATA

RESPONDENT DATA OF MILLENNIAL AUDITORS

No	Public Accounting Firm	Gender	Age	Highest Education	Professional Certification	Job Position	Length of Work
1	KAP Darsono & Budi Cahyo Santoso	W	20-38	S1	Tidak ada	Junior Auditor	1-5
2	KAP Dr. Payamta, CPA	P	20-38	S1	Tidak ada	Junior Auditor	1-5
3	KAP Dr. Payamta, CPA	W	20-38	S1	Tidak ada	Junior Auditor	1-5
4	KAP Dr. Payamta, CPA	W	20-38	S1	Tidak ada	Senior Auditor	1-5
5	KAP Dr. Payamta, CPA	W	20-38	S1	Tidak ada	Senior Auditor	1-5
6	KAP Ganung A. B.	P	20-38	S1	Tidak ada	Junior Auditor	1-5
7	KAP Ganung A. B.	P	20-38	S1	Tidak ada	Junior Auditor	<1
8	KAP Ganung A. B.	W	20-38	S1	Tidak ada	Junior Auditor	1-5
9	KAP Ganung A. B.	P	20-38	S1	Tidak ada	Junior Auditor	1-5
10	KAP Ganung A. B.	W	20-38	S1	Tidak ada	Junior Auditor	1-5
11	KAP Wartono dan Rekan	W	20-38	S1	Tidak ada	Senior Auditor	6-10
12	KAP Indarto Waluyo	W	20-38	S1	Tidak ada	Senior Auditor	1-5
13	KAP Indarto Waluyo	W	20-38	S1	Tidak ada	Junior Auditor	<1
14	KAP Indarto Waluyo	P	20-38	S1	Tidak ada	Junior Auditor	1-5
15	KAP Indarto Waluyo	P	20-38	S1	Tidak ada	Junior Auditor	<1
16	KAP Mahsun Nurdiono Kukuh Nugrahanto	P	20-38	S1	CPA	Junior Auditor	<1

No	Public Accounting Firm	Gender	Age	Highest Education	Professional Certification	Job Position	Length of Work
17	KAP Mahsun Nurdiono Kukuh Nugrahanto	P	20-38	S1	ACPA	Senior Auditor	1-5
18	KAP Mahsun Nurdiono Kukuh Nugrahanto	W	20-38	S1	Tidak ada	Senior Auditor	1-5
19	KAP Mahsun Nurdiono Kukuh Nugrahanto	P	20-38	S2	CPA	Junior Auditor	1-5
20	KAP Mahsun Nurdiono Kukuh Nugrahanto	P	20-38	D3	Tidak ada	Junior Auditor	<1
21	KAP Bayudi, Yohana, Suzy, Arie	W	20-38	S1	Tidak ada	Junior Auditor	1-5
22	KAP Bayudi, Yohana, Suzy, Arie	P	20-38	S1	Tidak ada	Junior Auditor	1-5
23	KAP Bayudi, Yohana, Suzy, Arie	W	20-38	S1	Tidak ada	Senior Auditor	1-5
24	KAP Ashari dan Ida Nurhayati	P	20-38	S1	CPA	Senior Auditor	1-5
25	KAP Ashari dan Ida Nurhayati	W	20-38	S1	Tidak ada	Junior Auditor	1-5
26	KAP Ashari dan Ida Nurhayati	P	20-38	S1	Tidak ada	Junior Auditor	1-5
27	KAP Ashari dan Ida Nurhayati	W	20-38	S1	Tidak ada	Junior Auditor	<1
28	KAP Ashari dan Ida Nurhayati	W	20-38	S1	Tidak ada	Junior Auditor	1-5
29	KAP Drs. Hadiono	P	20-38	S1	CPA	Senior Auditor	1-5

No	Public Accounting Firm	Gender	Age	Highest Education	Professional Certification	Job Position	Length of Work
30	KAP Drs. Hadiono	P	20-38	S1	Tidak ada	Junior Auditor	<1
31	KAP Drs. Hadiono	W	20-38	S1	Tidak ada	Junior Auditor	<1
32	KAP Drs. Hadiono	P	20-38	S1	Tidak ada	Senior Auditor	1-5
33	KAP Drs. Hadiono	W	20-38	S2	Tidak ada	Junior Auditor	<1
34	KAP Drs. Hadiono	P	20-38	S1	CA	Senior Auditor	6-10
35	KAP Kumalahadi, Kuncara, Sugeng Pamudji Dan Rekan	W	20-38	D3	Tidak ada	Junior Auditor	<1
36	KAP Kumalahadi, Kuncara, Sugeng Pamudji Dan Rekan	W	20-38	S1	Tidak ada	Junior Auditor	<1
37	KAP Kumalahadi, Kuncara, Sugeng Pamudji Dan Rekan	P	20-38	S1	Tidak ada	Junior Auditor	<1
38	KAP Kumalahadi, Kuncara, Sugeng Pamudji Dan Rekan	P	20-38	S1	Tidak ada	Junior Auditor	<1
39	KAP Drs. Hananta Budianto & Rekan	W	20-38	S1	Tidak ada	Junior Auditor	1-5
40	KAP Drs. Hananta Budianto & Rekan	W	20-38	D3	Tidak ada	Junior Auditor	1-5

No	Public Accounting Firm	Gender	Age	Highest Education	Professional Certification	Job Position	Length of Work
41	KAP Drs. Hananta Budianto & Rekan	W	20-38	S2	Tidak ada	Junior Auditor	1-5
42	KAP Drs. Hananta Budianto & Rekan	P	20-38	S1	Tidak ada	Senior Auditor	1-5
43	KAP Tri Bowo Yulianti	W	20-38	S2	CPA	Partner	1-5
44	KAP Tri Bowo Yulianti	P	20-38	S1	Tidak ada	Senior Auditor	1-5
45	KAP Tri Bowo Yulianti	W	20-38	S1	Tidak ada	Senior Auditor	1-5
46	KAP Tri Bowo Yulianti	W	20-38	S1	Tidak ada	Junior Auditor	1-5
47	KAP Bismar, Abdul, Muntalib	W	20-38	D3	Tidak ada	Junior Auditor	<1
48	KAP Bismar, Abdul, Muntalib	P	20-38	S1	Tidak ada	Junior Auditor	<1
49	KAP Bismar, Abdul, Muntalib	W	20-38	D3	Tidak ada	Junior Auditor	<1
50	KAP Henry & Sugeng	P	20-38	S1	Tidak ada	Junior Auditor	<1
51	KAP Henry & Sugeng	W	20-38	S1	Tidak ada	Junior Auditor	<1
52	KAP Henry & Sugeng	P	20-38	S1	CA	Junior Auditor	1-5
53	KAP Agus Wahjono	P	20-38	S1	Tidak ada	Senior Auditor	1-5
54	KAP Agus Wahjono	W	20-38	S1	Tidak ada	Junior Auditor	1-5
55	KAP Agus Wahjono	P	20-38	S1	Tidak ada	Junior Auditor	1-5

No	Public Accounting Firm	Gender	Age	Highest Education	Professional Certification	Job Position	Length of Work
56	KAP Indarto Waluyo	W	20-38	S1	Tidak ada	Senior Auditor	6-10
57	KAP Drs. Soeroso Donosapoetro, M.M.	P	20-38	S1	Tidak ada	Senior Auditor	1-5
58	KAP Drs. Soeroso Donosapoetro, M.M.	P	20-38	S2	Tidak ada	Senior Auditor	6-10

RESPONDENT DATA OF NON-MILLENNIAL AUDITORS

No	Public Accounting Firm	Gender	Age	The Highest Education	Professional Certification	Job Position	Length of Work
59	KAP Darsono & Budi Cahyo Santoso	W	39-54	S1	Tidak ada	Senior Auditor	>10
60	KAP Ganung A. B.	P	39-54	S1	Tidak ada	Junior Auditor	<1
61	KAP Wartono dan Rekan	P	39-54	S1	Tidak ada	Senior Auditor	6-10
62	KAP Wartono dan Rekan	P	39-54	S1	Tidak ada	Senior Auditor	6-10
63	KAP Wartono dan Rekan	P	39-54	S1	Tidak ada	Senior Auditor	6-10
64	KAP Drs. Soeroso Donosapoetro, M.M.	P	39-54	S1	Tidak ada	Senior Auditor	6-10
65	KAP Drs. Hadiono	W	39-54	S1	Tidak ada	Senior Auditor	1-5
66	KAP Drs. Hananta Budianto & Rekan	W	39-54	S1	CPAI	Senior Auditor	>10
67	KAP Tri Bowo Yulianti	P	39-54	S2	CPA	Partner	1-5
68	KAP Agus Wahjono	W	39-54	S1	Tidak ada	Senior Auditor	6-10
69	KAP Drs. Hadiono	P	39-54	S2	CA	Senior Auditor	6-10
70	KAP Drs. Hadiono	W	39-54	S1	Tidak ada	Junior Auditor	<1
71	KAP Drs. Hadiono	W	39-54	S1	Tidak ada	Senior Auditor	6-10
72	KAP Dr. Payamta, CPA	P	39-54	S1	CPA	Senior Auditor	6-10
73	KAP Ganung A. B.	W	39-54	S1	Tidak ada	Senior Auditor	1-5
74	KAP Wartono dan Rekan	W	39-54	S1	Tidak ada	Senior Auditor	6-10

APPENDIX IV
RESPONDENT DATA TABULATION

RESPONDENT DATA TABULATION OF MILLENNIAL AUDITORS

No	Gender	Age	The Highest Education	Professional Certification	Job Position	Length of Work
1	2	1	1	5	3	2
2	1	1	1	5	3	2
3	2	1	1	5	3	2
4	2	1	1	5	2	2
5	2	1	1	5	2	2
6	1	1	1	5	3	2
7	1	1	1	5	3	1
8	2	1	1	5	3	2
9	1	1	1	5	3	2
10	2	1	1	5	3	2
11	2	1	1	5	2	3
12	2	1	1	5	2	2
13	2	1	1	5	3	1
14	1	1	1	5	3	2
15	1	1	1	5	3	1
16	1	1	1	1	3	1
17	1	1	1	2	2	2
18	2	1	1	5	2	2
19	1	1	2	1	3	2
20	1	1	4	5	3	1
21	2	1	1	5	3	2
22	1	1	1	5	3	2
23	2	1	1	5	2	2
24	1	1	1	1	2	2
25	2	1	1	5	3	2
26	1	1	1	5	3	2
27	2	1	1	5	3	1
28	2	1	1	5	3	2
29	1	1	1	1	2	2
30	1	1	1	5	3	1
31	2	1	1	5	3	1
32	1	1	1	5	2	2
33	2	1	2	5	3	1
34	1	1	1	4	2	3
35	2	1	4	5	3	1
36	2	1	1	5	3	1
37	1	1	1	5	3	1
38	1	1	1	5	3	1
39	2	1	1	5	3	2
40	2	1	4	5	3	2

No	Gender	Age	The Highest Education	Professional Certification	Job Position	Length of Work
41	2	1	2	5	3	2
42	1	1	1	5	2	2
43	2	1	2	1	1	2
44	1	1	1	5	2	2
45	2	1	1	5	2	2
46	2	1	1	5	3	2
47	2	1	4	5	3	1
48	1	1	1	5	3	1
49	2	1	4	5	3	1
50	1	1	1	5	3	1
51	2	1	1	5	3	1
52	1	1	1	4	3	2
53	1	1	1	5	2	2
54	2	1	1	5	3	2
55	1	1	1	5	3	2
56	2	1	1	5	2	3
57	1	1	1	5	2	2
58	1	1	2	5	2	3

**RESPONDENT DATA TABULATION OF NON-MILLENNIAL
AUDITORS**

No	Gender	Age	The Highest Education	Professional Certification	Job Position	Length of Work
59	2	2	1	5	2	4
60	1	2	1	5	3	1
61	1	2	1	5	2	3
62	1	2	1	5	2	3
63	1	2	1	5	2	3
64	1	2	1	5	2	3
65	2	2	1	5	2	2
66	2	2	1	3	2	4
67	1	2	2	1	1	2
68	2	2	1	5	2	3
69	1	2	2	4	2	3
70	2	2	1	5	3	1
71	2	2	1	5	2	3
72	1	2	1	1	2	3
73	2	2	1	5	2	2
74	2	2	1	5	2	3

APPENDIX V
QUESTIONNAIRE DATA TABULATION

QUESTIONNAIRE DATA TABULATION OF MILLENNIAL AUDITORS

No	Affective Commitment						AC	Continuance Commitment						CC	Normative Commitment						NC
	1	2	3	4	5	6		1	2	3	4	5	6		1	2	3	4	5	6	
1	4	4	4	3	4	4	23	4	3	3	3	3	3	19	4	3	3	4	4	3	21
2	4	4	4	4	4	4	24	4	3	2	3	2	4	18	4	4	3	4	4	3	22
3	4	3	4	3	4	4	22	4	3	2	3	2	3	17	4	4	3	4	4	3	22
4	3	4	4	4	4	3	22	4	4	4	4	4	4	24	3	2	2	3	3	2	15
5	4	3	3	3	3	4	20	4	4	4	4	4	4	24	2	3	3	4	4	3	19
6	4	2	4	4	4	4	22	3	3	4	3	4	3	20	3	4	4	3	3	3	20
7	4	3	4	4	4	4	23	4	3	4	3	4	4	22	3	4	4	4	4	3	22
8	2	2	3	3	4	5	19	3	4	4	3	4	4	22	2	4	4	3	3	3	19
9	2	2	4	4	4	4	20	2	2	2	2	3	3	14	3	2	2	2	3	2	14
10	2	2	4	4	4	4	20	2	2	2	2	4	3	15	4	3	2	2	2	2	15
11	4	4	2	2	2	4	18	4	4	4	4	4	4	24	2	4	4	4	4	4	22
12	2	2	4	4	4	4	20	2	2	2	2	3	2	13	2	3	2	2	2	2	13
13	2	4	4	4	4	4	22	4	2	2	2	4	2	16	2	3	2	4	2	3	16
14	2	3	3	3	3	4	18	4	4	3	4	4	2	21	3	1	2	3	2	4	15
15	2	3	3	3	3	3	17	2	2	2	3	3	2	14	3	3	3	3	3	3	18
16	5	4	2	2	4	4	21	4	4	4	2	4	2	20	2	4	4	4	4	2	20
17	4	4	2	2	4	4	20	4	4	2	4	4	2	20	4	4	4	4	4	2	22
18	4	4	4	4	4	4	24	4	4	2	4	4	4	22	2	4	2	4	4	4	20
19	2	2	4	4	4	4	20	3	3	3	2	4	2	17	4	2	2	4	4	2	18
20	4	4	2	2	2	4	18	4	4	3	4	2	2	19	2	4	4	4	4	2	20
21	4	2	2	2	3	4	17	3	4	3	4	5	5	24	2	4	2	1	2	1	12
22	3	3	5	5	4	5	25	4	4	1	1	2	4	16	2	4	4	4	1	2	17
23	4	2	4	4	4	4	22	4	4	2	2	2	2	16	2	4	3	4	2	4	19

No	Affective Commitment						AC	Continuance Commitment						CC	Normative Commitment						NC
	1	2	3	4	5	6		1	2	3	4	5	6		1	2	3	4	5	6	
24	4	4	4	4	4	4	24	3	4	3	4	4	3	21	4	5	4	4	5	2	24
25	3	3	4	4	3	4	21	2	3	3	3	3	3	17	4	4	3	4	4	2	21
26	2	3	4	5	4	3	21	2	3	2	3	3	3	16	4	3	4	3	4	2	20
27	4	2	4	5	4	4	23	3	4	2	3	3	3	18	3	3	2	3	4	3	18
28	3	2	4	4	4	3	20	3	3	3	4	3	3	19	4	3	3	4	4	3	21
29	4	4	4	3	3	4	22	4	4	5	3	2	2	20	4	3	4	4	4	4	23
30	3	2	3	3	3	3	17	3	3	2	2	3	3	16	3	3	2	3	3	2	16
31	3	2	3	3	3	3	17	4	3	2	2	3	3	17	3	3	3	3	3	3	18
32	3	3	4	4	4	3	21	4	3	3	2	3	2	17	4	3	3	4	4	3	21
33	4	3	3	3	3	3	19	4	4	3	4	4	4	23	3	4	3	3	4	3	20
34	3	3	4	4	4	3	21	4	3	3	2	2	2	16	4	4	3	3	4	3	21
35	3	3	3	3	4	3	19	3	4	3	3	4	3	20	3	3	3	4	4	4	21
36	4	4	4	3	4	4	23	4	4	3	3	4	4	22	4	4	4	4	4	3	23
37	2	2	4	4	4	2	18	4	2	2	2	4	4	18	2	2	2	2	2	4	14
38	4	3	3	3	3	3	19	4	3	3	3	3	2	18	3	3	3	3	3	3	18
39	2	2	3	2	3	4	16	3	4	3	3	4	2	19	3	3	2	3	4	2	17
40	3	2	4	4	4	4	21	3	3	2	2	3	2	15	3	3	2	2	3	2	15
41	2	2	2	2	3	3	14	2	2	2	2	4	4	16	2	2	2	2	2	4	14
42	3	3	4	4	4	3	21	4	4	4	4	4	3	23	4	2	3	3	3	3	18
43	3	4	4	5	4	4	24	4	3	2	2	4	2	17	2	4	3	3	3	3	18
44	2	2	4	3	4	4	19	4	2	2	2	4	2	16	4	4	3	2	3	4	20
45	2	2	3	3	3	3	16	2	2	2	2	2	2	12	2	4	2	3	3	3	17
46	2	2	3	3	4	3	17	4	2	2	2	4	2	16	2	4	3	2	3	3	17
47	3	3	4	3	4	4	21	4	3	2	2	4	1	16	2	2	3	3	4	3	17
48	3	3	3	3	4	4	20	4	3	3	3	3	2	18	3	3	4	3	3	2	18

No	Affective Commitment						AC	Continuance Commitment						CC	Normative Commitment						NC
	1	2	3	4	5	6		1	2	3	4	5	6		1	2	3	4	5	6	
49	3	3	4	4	4	4	22	4	3	3	3	3	3	19	3	3	3	4	3	4	20
50	2	2	4	4	4	4	20	4	4	2	4	4	2	20	4	2	2	2	4	2	16
51	2	3	3	3	4	4	19	3	3	3	3	4	4	20	4	2	2	3	4	4	19
52	3	3	3	4	4	3	20	3	2	2	2	3	2	14	4	3	4	4	4	3	22
53	4	3	4	4	4	4	23	4	4	4	4	4	4	24	3	4	4	4	4	4	23
54	4	3	4	4	4	3	22	4	4	4	4	4	4	24	3	4	4	4	4	4	23
55	4	3	4	4	4	4	23	4	4	4	4	4	4	24	3	4	4	4	4	4	23
56	2	3	3	4	4	4	20	2	2	2	2	3	3	14	2	2	2	3	3	2	14
57	3	3	4	4	4	4	22	4	4	4	2	3	2	19	3	2	3	3	3	4	18
58	4	4	4	4	4	4	24	4	3	3	2	3	2	17	2	2	3	3	4	4	18

No	Career Goal Progress				CGP	Professional Ability Development				PAD	Promotion Speed				PS
	1	2	3	4		1	2	3	4		1	2	3	4	
1	4	4	4	4	16	4	4	4	4	16	3	4	4	3	14
2	4	4	4	4	16	4	5	5	4	18	4	4	5	3	16
3	4	4	4	4	16	5	4	4	4	17	4	4	4	3	15
4	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
5	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
6	3	3	3	3	12	4	4	4	4	16	2	2	2	2	8
7	4	4	4	4	16	4	4	4	4	16	2	2	3	2	9
8	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
9	4	4	4	4	16	4	4	4	4	16	2	4	3	3	12
10	4	4	4	4	16	4	4	4	4	16	4	4	3	3	14
11	4	4	4	3	15	3	3	4	4	14	4	4	4	4	16
12	4	4	4	4	16	4	4	4	4	16	4	4	2	3	13

No	Career Goal Progress				CGP	Professional Ability Development				PAD	Promotion Speed				PS
	1	2	3	4		1	2	3	4		1	2	3	4	
13	4	4	4	4	16	4	4	4	4	16	3	3	4	3	13
14	4	5	4	5	18	5	5	5	5	20	4	4	3	4	15
15	4	4	4	4	16	3	4	4	4	15	4	4	4	4	16
16	5	5	5	5	20	5	5	5	5	20	4	4	4	3	15
17	5	5	5	5	20	5	5	5	5	20	4	4	4	4	16
18	4	4	4	4	16	4	4	4	4	16	4	4	4	2	14
19	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
20	5	5	5	5	20	5	5	5	5	20	4	4	5	3	16
21	4	5	5	4	18	5	5	5	5	20	4	4	4	4	16
22	4	4	4	4	16	4	4	4	5	17	2	2	2	2	8
23	4	4	2	2	12	4	4	2	2	12	4	2	2	2	10
24	5	5	5	5	20	5	5	5	5	20	4	4	5	5	18
25	5	4	4	4	17	4	4	5	5	18	4	3	4	2	13
26	5	5	4	5	19	4	4	5	5	18	4	3	3	3	13
27	5	4	5	4	18	4	4	5	5	18	4	4	3	3	14
28	5	4	4	4	17	4	4	5	5	18	4	3	3	3	13
29	4	5	5	4	18	4	4	4	5	17	3	3	3	3	12
30	4	4	4	4	16	3	4	4	4	15	2	2	2	3	9
31	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
32	4	4	4	4	16	4	4	4	4	16	3	3	4	3	13
33	5	5	5	4	19	4	4	4	4	16	4	3	3	4	14
34	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
35	4	3	4	4	15	4	4	4	3	15	3	3	3	3	12
36	4	4	4	4	16	4	5	5	5	19	3	3	3	3	12
37	4	4	4	4	16	4	4	4	4	16	1	1	1	1	4

No	Career Goal Progress				CGP	Professional Ability Development				PAD	Promotion Speed				PS
	1	2	3	4		1	2	3	4		1	2	3	4	
38	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
39	3	3	3	4	13	4	4	4	4	16	3	4	4	3	14
40	3	3	2	4	12	4	5	4	5	18	2	2	2	3	9
41	2	3	3	3	11	5	5	5	5	20	3	3	3	3	12
42	4	4	4	4	16	4	4	4	4	16	4	4	4	3	15
43	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
44	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
45	4	4	4	4	16	4	4	4	4	16	3	2	3	3	11
46	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
47	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
48	3	5	5	5	18	5	5	5	5	20	3	4	3	3	13
49	4	4	4	4	16	4	4	4	4	16	3	3	3	3	12
50	4	4	4	4	16	4	4	4	4	16	2	2	2	2	8
51	4	4	4	4	16	4	4	4	4	16	3	3	3	2	11
52	3	4	4	4	15	4	4	4	4	16	3	3	3	4	13
53	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
54	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
55	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
56	3	4	4	4	15	4	4	4	4	16	4	4	4	3	15
57	4	4	4	4	16	4	5	5	5	19	5	4	4	3	16
58	5	5	5	5	20	4	5	5	5	19	4	4	4	3	15

No	Remuneration Growth			RS	Turnover Intention				TI
	1	2	3		1	2	3	4	
1	4	4	4	12	3	3	3	3	12
2	4	3	3	10	3	3	3	2	11
3	4	3	3	10	2	3	4	2	11
4	3	3	3	9	3	2	3	3	11
5	3	3	3	9	3	2	3	3	11
6	2	2	2	6	3	3	3	3	12
7	2	2	2	6	3	2	3	3	11
8	3	3	3	9	4	4	4	4	16
9	2	2	2	6	3	3	3	3	12
10	2	2	2	6	2	3	4	3	12
11	4	4	4	12	3	3	3	4	13
12	2	2	2	6	4	4	4	2	14
13	3	3	3	9	3	4	4	4	15
14	2	3	3	8	4	4	4	4	16
15	3	3	3	9	3	3	3	3	12
16	3	2	3	8	2	2	4	4	12
17	3	3	3	9	2	2	4	3	11
18	2	4	2	8	2	2	2	2	8
19	2	2	3	7	2	2	2	4	10
20	3	2	2	7	2	2	2	2	8
21	3	3	3	9	4	4	4	4	16
22	3	3	3	9	4	4	4	4	16
23	4	2	2	8	3	3	4	4	14
24	4	4	4	12	2	2	3	2	9
25	3	3	4	10	2	2	3	2	9
26	3	3	4	10	2	2	3	3	10
27	3	3	3	9	2	2	3	3	10
28	3	3	3	9	3	2	4	3	12
29	4	4	3	11	4	2	3	2	11
30	3	3	2	8	3	3	3	3	12
31	3	3	3	9	3	3	3	3	12
32	4	3	3	10	2	3	3	3	11
33	3	3	3	9	2	3	4	4	13
34	3	3	3	9	2	2	2	3	9
35	3	3	3	9	2	3	3	3	11
36	3	4	3	10	2	2	3	2	9
37	1	1	1	3	4	4	4	4	16
38	3	3	3	9	3	3	3	3	12
39	3	4	3	10	3	3	3	4	13
40	3	2	2	7	3	3	3	3	12
41	5	4	3	12	4	4	4	4	16
42	3	3	3	9	3	3	3	3	12

No	Remuneration Growth			RS	Turnover Intention				TI
	1	2	3		1	2	3	4	
43	2	2	2	6	3	3	3	3	12
44	3	3	3	9	4	4	5	4	17
45	2	3	2	7	4	4	4	4	16
46	2	2	2	6	4	4	4	4	16
47	3	3	3	9	3	3	3	3	12
48	3	3	2	8	3	3	3	3	12
49	3	3	3	9	3	3	3	3	12
50	2	2	2	6	4	4	4	4	16
51	3	3	3	9	4	4	4	4	16
52	3	3	4	10	4	4	4	4	16
53	4	4	4	12	2	2	2	2	8
54	4	4	4	12	2	2	2	2	8
55	4	4	4	12	2	2	2	2	8
56	3	4	3	10	3	2	2	3	10
57	4	3	3	10	3	3	4	3	13
58	3	3	3	9	3	4	5	3	15

QUESTIONNAIRE DATA TABULATION OF NON-MILLENNIAL AUDITORS

No	Affective Commitment						AC	Continuance Commitment						CC	Normative Commitment						NC
	1	2	3	4	5	6		1	2	3	4	5	6		1	2	3	4	5	6	
59	3	2	3	3	4	4	19	3	2	3	3	4	3	18	3	2	3	2	4	3	17
60	3	3	3	3	3	3	18	4	4	4	4	4	4	24	2	4	4	4	4	4	22
61	5	4	4	3	4	5	25	5	5	5	5	5	5	30	5	5	5	5	5	5	30
62	4	4	2	2	4	4	20	4	4	4	4	4	4	24	2	4	4	4	4	4	22
63	4	4	4	4	4	4	24	3	3	3	2	2	2	15	2	2	3	4	3	4	18
64	5	5	3	2	4	5	24	4	4	5	4	3	4	24	4	3	4	4	4	4	23
65	2	2	4	4	4	4	20	2	2	2	2	2	2	12	2	2	2	2	4	2	14
66	4	4	4	4	4	4	24	4	4	4	3	4	2	21	4	3	4	4	4	3	22
67	4	3	4	4	4	4	23	4	4	4	4	4	4	24	3	4	4	4	4	4	23
68	3	2	3	3	3	3	17	3	3	3	2	3	2	16	4	3	2	3	3	2	17
69	3	2	3	2	4	3	17	3	2	2	3	4	2	16	4	4	3	4	3	3	21
70	4	4	4	4	4	3	23	4	4	3	4	4	3	22	3	3	3	3	3	3	18
71	4	3	3	2	3	4	19	4	4	4	4	4	4	24	3	2	2	3	3	2	15
72	4	4	2	2	2	4	18	5	5	5	5	5	5	30	4	4	4	4	4	4	24
73	4	4	2	2	2	4	18	4	4	3	3	3	3	20	2	4	3	3	4	4	20
74	3	2	3	3	4	4	19	3	2	3	3	4	3	18	3	2	3	2	4	3	17

No	Career Goal Progress				CGP	Professional Ability Development				PAD	Promotion Speed				PS
	1	2	3	4		1	2	3	4		1	2	3	4	
59	3	3	3	3	12	4	4	4	4	16	2	3	3	3	11
60	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
61	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
62	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
63	4	5	5	5	19	4	5	4	5	18	3	4	4	4	15
64	4	4	4	4	16	5	5	5	5	20	3	4	4	3	14
65	4	4	3	3	14	3	3	2	3	11	3	3	3	3	12
66	4	4	4	4	16	4	3	2	4	13	4	3	5	3	15
67	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
68	4	4	4	4	16	3	5	4	4	16	2	2	3	3	10
69	4	4	4	4	16	4	2	5	4	15	2	1	2	2	7
70	4	4	4	4	16	3	4	3	4	14	3	3	3	3	12
71	4	4	5	4	17	4	5	4	4	17	4	3	4	4	15
72	4	4	3	3	14	4	4	4	4	16	3	3	4	5	15
73	3	3	4	4	14	3	3	3	3	12	4	3	3	4	14
74	3	3	3	3	12	4	4	4	4	16	2	3	3	3	11

No	Remuneration Growth			RS	Turnover Intention				TI
	1	2	3		1	2	3	4	
59	2	2	6	3	4	4	3	14	2
60	3	3	9	2	2	3	3	10	3
61	5	5	15	1	1	1	1	4	5
62	4	4	12	2	2	2	2	8	4
63	3	3	10	2	3	4	3	12	3
64	3	3	9	2	2	3	2	9	3
65	3	3	9	3	3	3	3	12	3
66	5	5	14	2	2	2	2	8	5
67	4	4	12	2	2	2	2	8	4
68	3	3	8	3	3	3	3	12	3
69	3	2	7	5	5	4	5	19	3
70	3	3	9	3	3	3	3	12	3
71	3	3	9	3	2	3	3	11	3
72	2	2	6	5	5	5	5	20	2
73	4	4	11	2	2	2	3	9	4
74	2	2	6	3	4	4	3	14	2

APPENDIX VI
DEMOGRAPHIC RESPONDENT

DEMOGRAPHIC DATA OF MILLENNIAL AUDITORS

Statistics

		Gender	Age	Highest Education	Professional Certification	Job Position	Length of work
N	Valid	58	58	58	58	58	58
	Missing	0	0	0	0	0	0

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	28	48.3	48.3	48.3
	Female	30	51.7	51.7	100.0
	Total	58	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-38	58	100.0	100.0	100.0

Highest Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor Degree	48	82.8	82.8	82.8
	Master Degree	5	8.6	8.6	91.4
	Vocational School	5	8.6	8.6	100.0
	Total	58	100.0	100.0	

Professional Certification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CPA	5	8.6	8.6	8.6
	ACPA	1	1.7	1.7	10.3
	CA	2	3.4	3.4	13.8
	None	50	86.2	86.2	100.0
	Total	58	100.0	100.0	

Job Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Partner	1	1.7	1.7	1.7
	Senior Auditor	18	31.0	31.0	32.8
	Junior Auditor	39	67.2	67.2	100.0
	Total	58	100.0	100.0	

Length of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1	18	31.0	31.0	31.0
	1-5	36	62.1	62.1	93.1
	6-10	4	6.9	6.9	100.0
	Total	58	100.0	100.0	

DEMOGRAPHIC DATA OF NON-MILLENNIAL AUDITORS

Statistics

		Gender	Age	Highest_Educ ation	Professional_ Certification	Job_Position	Length_of_wo rk
N	Valid	16	16	16	16	16	16
	Missing	0	0	0	0	0	0

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	8	50.0	50.0	50.0
	Female	8	50.0	50.0	100.0
	Total	16	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	39-54	16	100.0	100.0	100.0

Highest_Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor Degree	14	87.5	87.5	87.5
	Master Degree	2	12.5	12.5	100.0
	Total	16	100.0	100.0	

Professional_Certification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CPA	2	12.5	12.5	12.5
	CPAI	1	6.3	6.3	18.8
	CA	1	6.3	6.3	25.0
	None	12	75.0	75.0	100.0
	Total	16	100.0	100.0	

Job_Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Partner	1	6.3	6.3	6.3
	Senior Auditor	13	81.3	81.3	87.5
	Junior Auditor	2	12.5	12.5	100.0
	Total	16	100.0	100.0	

Length_of_work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1	2	12.5	12.5	12.5
	1-5	3	18.8	18.8	31.3
	6-10	9	56.3	56.3	87.5
	>10	2	12.5	12.5	100.0
	Total	16	100.0	100.0	

APPENDIX VII
DESCRIPTIVE STATISTICS

DESCRIPTIVE STATISTICS FOR MILLENNIAL AUDITORS

Statistics

		Affective Commitment	Continuance Commitment	Normative Commitment	Career Goal Progress	Professional Ability Development	Promotion Speed	Remuneration Growth	Turnover Intention
N	Valid	58	58	58	58	58	58	58	58
	Missing	0	0	0	0	0	0	0	0

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Affective_Commitment	58	14	25	20.45	2.393
Continuance_Commitment	58	12	24	18.59	3.212
Normative_Commitment	58	12	24	18.74	2.941
Career_Goal_Progress	58	11	20	16.24	1.885
Professional_Ability_Development	58	12	20	16.81	1.711
Promotion_Speed	58	4	18	13.16	2.694
Remuneration_Growth	58	3	12	8.81	1.896
Turnover_Intention	58	8	17	12.24	2.543
Valid N (listwise)	58				

DESCRIPTIVE STATISTICS FOR NON-MILLENNIAL AUDITORS

Statistics

		Affective Commitment	Continuance Commitment	Normative Commitment	Career Goal Progress	Professional Ability Development	Promotion Speed	Remuneration Growth	Turnover Intention
N	Valid	16	16	16	16	16	16	16	16
	Missing	0	0	0	0	0	0	0	0

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Affective_Commitment	16	17	25	20.81	2.926
Continuance_Commitment	16	12	30	21.13	5.123
Normative_Commitment	16	14	30	20.63	4.031
Career_Goal_Progress	16	12	20	15.88	1.893
Professional_Ability_Development	16	11	20	15.75	2.463
Promotion_Speed	16	7	20	14.00	3.033
Remuneration_Growth	16	6	15	9.88	2.630
Turnover_Intention	16	4	20	11.00	4.099
Valid N (listwise)	16				

APPENDIX VIII

VALIDITY TEST (PEARSON PRODUCT MOMENT)

VALIDITY TEST FOR MILLENNIAL AUDITORS

Correlations

		AC1	AC2	AC3	AC4	AC5	AC6	Affective_Commitment
AC1	Pearson Correlation	1	.516**	-.063	-.126	-.085	.170	.490**
	Sig. (2-tailed)		.000	.639	.347	.526	.201	.000
	N	58	58	58	58	58	58	58
AC2	Pearson Correlation	.516**	1	-.026	-.057	-.033	.173	.514**
	Sig. (2-tailed)	.000		.848	.669	.807	.194	.000
	N	58	58	58	58	58	58	58
AC3	Pearson Correlation	-.063	-.026	1	.823**	.613**	.136	.707**
	Sig. (2-tailed)	.639	.848		.000	.000	.307	.000
	N	58	58	58	58	58	58	58
AC4	Pearson Correlation	-.126	-.057	.823**	1	.600**	.019	.651**
	Sig. (2-tailed)	.347	.669	.000		.000	.884	.000
	N	58	58	58	58	58	58	58
AC5	Pearson Correlation	-.085	-.033	.613**	.600**	1	.119	.590**
	Sig. (2-tailed)	.526	.807	.000	.000		.375	.000
	N	58	58	58	58	58	58	58
AC6	Pearson Correlation	.170	.173	.136	.019	.119	1	.425**
	Sig. (2-tailed)	.201	.194	.307	.884	.375		.001
	N	58	58	58	58	58	58	58
Affective_Commitment	Pearson Correlation	.490**	.514**	.707**	.651**	.590**	.425**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	
	N	58	58	58	58	58	58	58

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

		CC1	CC2	CC3	CC4	CC5	CC6	Continuance_Commitment
CC1	Pearson Correlation	1	.480**	.299*	.223	.057	-.007	.501**
	Sig. (2-tailed)		.000	.023	.093	.673	.958	.000
	N	58	58	58	58	58	58	58
CC2	Pearson Correlation	.480**	1	.526**	.611**	.170	.270*	.773**
	Sig. (2-tailed)	.000		.000	.000	.202	.040	.000
	N	58	58	58	58	58	58	58
CC3	Pearson Correlation	.299*	.526**	1	.501**	.255	.230	.722**
	Sig. (2-tailed)	.023	.000		.000	.053	.083	.000
	N	58	58	58	58	58	58	58
CC4	Pearson Correlation	.223	.611**	.501**	1	.348**	.402**	.795**
	Sig. (2-tailed)	.093	.000	.000		.007	.002	.000
	N	58	58	58	58	58	58	58
CC5	Pearson Correlation	.057	.170	.255	.348**	1	.317*	.538**
	Sig. (2-tailed)	.673	.202	.053	.007		.015	.000
	N	58	58	58	58	58	58	58
CC6	Pearson Correlation	-.007	.270*	.230	.402**	.317*	1	.588**
	Sig. (2-tailed)	.958	.040	.083	.002	.015		.000
	N	58	58	58	58	58	58	58
Continuance_Commitment	Pearson Correlation	.501**	.773**	.722**	.795**	.538**	.588**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	58	58	58	58	58	58	58

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Correlations

		NC1	NC2	NC3	NC4	NC5	NC6	Normative_C ommitment
NC1	Pearson Correlation	1	-.025	.135	.192	.449**	-.079	.460**
	Sig. (2-tailed)		.851	.311	.150	.000	.554	.000
	N	58	58	58	58	58	58	58
NC2	Pearson Correlation	-.025	1	.554**	.338**	.239	-.080	.567**
	Sig. (2-tailed)	.851		.000	.010	.071	.550	.000
	N	58	58	58	58	58	58	58
NC3	Pearson Correlation	.135	.554**	1	.549**	.374**	.132	.755**
	Sig. (2-tailed)	.311	.000		.000	.004	.323	.000
	N	58	58	58	58	58	58	58
NC4	Pearson Correlation	.192	.338**	.549**	1	.504**	.248	.774**
	Sig. (2-tailed)	.150	.010	.000		.000	.060	.000
	N	58	58	58	58	58	58	58
NC5	Pearson Correlation	.449**	.239	.374**	.504**	1	.067	.724**
	Sig. (2-tailed)	.000	.071	.004	.000		.618	.000
	N	58	58	58	58	58	58	58
NC6	Pearson Correlation	-.079	-.080	.132	.248	.067	1	.352**
	Sig. (2-tailed)	.554	.550	.323	.060	.618		.007
	N	58	58	58	58	58	58	58
Normative_Commitment	Pearson Correlation	.460**	.567**	.755**	.774**	.724**	.352**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.007	
	N	58	58	58	58	58	58	58

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		CGP1	CGP2	CGP3	CGP4	Career_Goal_ Progress
CGP1	Pearson Correlation	1	.616**	.584**	.459**	.795**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	58	58	58	58	58
CGP2	Pearson Correlation	.616**	1	.765**	.641**	.888**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	58	58	58	58	58
CGP3	Pearson Correlation	.584**	.765**	1	.673**	.897**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	58	58	58	58	58
CGP4	Pearson Correlation	.459**	.641**	.673**	1	.807**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	58	58	58	58	58
Career_Goal_Progress	Pearson Correlation	.795**	.888**	.897**	.807**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	58	58	58	58	58

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		PAD1	PAD2	PAD3	PAD4	Professional_Ability_Development
PAD1	Pearson Correlation	1	.678**	.476**	.437**	.737**
	Sig. (2-tailed)		.000	.000	.001	.000
	N	58	58	58	58	58
PAD2	Pearson Correlation	.678**	1	.658**	.600**	.850**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	58	58	58	58	58
PAD3	Pearson Correlation	.476**	.658**	1	.863**	.905**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	58	58	58	58	58
PAD4	Pearson Correlation	.437**	.600**	.863**	1	.882**
	Sig. (2-tailed)	.001	.000	.000		.000
	N	58	58	58	58	58
Professional_Ability_Development	Pearson Correlation	.737**	.850**	.905**	.882**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	58	58	58	58	58

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

		PS1	PS2	PS3	PS4	Promotion_Speed
PS1	Pearson Correlation	1	.761**	.681**	.548**	.869**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	58	58	58	58	58
PS2	Pearson Correlation	.761**	1	.771**	.627**	.918**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	58	58	58	58	58
PS3	Pearson Correlation	.681**	.771**	1	.559**	.880**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	58	58	58	58	58
PS4	Pearson Correlation	.548**	.627**	.559**	1	.781**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	58	58	58	58	58
Promotion_Speed	Pearson Correlation	.869**	.918**	.880**	.781**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	58	58	58	58	58

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

		RG1	RG2	RG3	Remuneratio n_Growth
RG1	Pearson Correlation	1	.658**	.648**	.877**
	Sig. (2-tailed)		.000	.000	.000
	N	58	58	58	58
RG2	Pearson Correlation	.658**	1	.703**	.890**
	Sig. (2-tailed)	.000		.000	.000
	N	58	58	58	58
RG3	Pearson Correlation	.648**	.703**	1	.882**
	Sig. (2-tailed)	.000	.000		.000
	N	58	58	58	58
Remuneration_Growth	Pearson Correlation	.877**	.890**	.882**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	58	58	58	58

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

		TI1	TI2	TI3	TI4	Turnover_Inte ntion
TI1	Pearson Correlation	1	.762**	.541**	.530**	.842**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	58	58	58	58	58
TI2	Pearson Correlation	.762**	1	.705**	.607**	.914**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	58	58	58	58	58
TI3	Pearson Correlation	.541**	.705**	1	.545**	.827**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	58	58	58	58	58
TI4	Pearson Correlation	.530**	.607**	.545**	1	.790**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	58	58	58	58	58
Turnover_Intention	Pearson Correlation	.842**	.914**	.827**	.790**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	58	58	58	58	58

** Correlation is significant at the 0.01 level (2-tailed).

VALIDITY TEST FOR NON-MILLENNIAL AUDITORS

Correlations

		AC1	AC2	AC3	AC4	AC5	AC6	Affective_Commitment
AC1	Pearson Correlation	1	.854**	.000	-.192	.030	.626**	.625**
	Sig. (2-tailed)		.000	1.000	.475	.913	.010	.010
	N	16	16	16	16	16	16	16
AC2	Pearson Correlation	.854**	1	-.045	-.078	-.036	.534*	.622*
	Sig. (2-tailed)	.000		.869	.774	.895	.033	.010
	N	16	16	16	16	16	16	16
AC3	Pearson Correlation	.000	-.045	1	.866**	.680**	.070	.699**
	Sig. (2-tailed)	1.000	.869		.000	.004	.798	.003
	N	16	16	16	16	16	16	16
AC4	Pearson Correlation	-.192	-.078	.866**	1	.512*	-.120	.560*
	Sig. (2-tailed)	.475	.774	.000		.042	.657	.024
	N	16	16	16	16	16	16	16
AC5	Pearson Correlation	.030	-.036	.680**	.512*	1	.167	.617*
	Sig. (2-tailed)	.913	.895	.004	.042		.538	.011
	N	16	16	16	16	16	16	16
AC6	Pearson Correlation	.626**	.534*	.070	-.120	.167	1	.575*
	Sig. (2-tailed)	.010	.033	.798	.657	.538		.020
	N	16	16	16	16	16	16	16
Affective_Commitment	Pearson Correlation	.625**	.622*	.699**	.560*	.617*	.575*	1
	Sig. (2-tailed)	.010	.010	.003	.024	.011	.020	
	N	16	16	16	16	16	16	16

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Correlations

		CC1	CC2	CC3	CC4	CC5	CC6	Continuance_Commitment
CC1	Pearson Correlation	1	.944**	.854**	.798**	.647**	.757**	.932**
	Sig. (2-tailed)		.000	.000	.000	.007	.001	.000
	N	16	16	16	16	16	16	16
CC2	Pearson Correlation	.944**	1	.855**	.697**	.461	.699**	.866**
	Sig. (2-tailed)	.000		.000	.003	.073	.003	.000
	N	16	16	16	16	16	16	16
CC3	Pearson Correlation	.854**	.855**	1	.697**	.461	.762**	.866**
	Sig. (2-tailed)	.000	.000		.003	.073	.001	.000
	N	16	16	16	16	16	16	16
CC4	Pearson Correlation	.798**	.697**	.697**	1	.852**	.932**	.943**
	Sig. (2-tailed)	.000	.003	.003		.000	.000	.000
	N	16	16	16	16	16	16	16
CC5	Pearson Correlation	.647**	.461	.461	.852**	1	.706**	.781**
	Sig. (2-tailed)	.007	.073	.073	.000		.002	.000
	N	16	16	16	16	16	16	16
CC6	Pearson Correlation	.757**	.699**	.762**	.932**	.706**	1	.923**
	Sig. (2-tailed)	.001	.003	.001	.000	.002		.000
	N	16	16	16	16	16	16	16
Continuance_Commitment	Pearson Correlation	.932**	.866**	.866**	.943**	.781**	.923**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	16	16	16	16	16	16	16

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

		NC1	NC2	NC3	NC4	NC5	NC6	Normative_C ommitment
NC1	Pearson Correlation	1	.363	.374	.444	.206	.129	.558*
	Sig. (2-tailed)		.166	.153	.085	.444	.635	.025
	N	16	16	16	16	16	16	16
NC2	Pearson Correlation	.363	1	.726**	.709**	.518*	.696**	.854**
	Sig. (2-tailed)	.166		.001	.002	.040	.003	.000
	N	16	16	16	16	16	16	16
NC3	Pearson Correlation	.374	.726**	1	.798**	.718**	.876**	.939**
	Sig. (2-tailed)	.153	.001		.000	.002	.000	.000
	N	16	16	16	16	16	16	16
NC4	Pearson Correlation	.444	.709**	.798**	1	.319	.740**	.861**
	Sig. (2-tailed)	.085	.002	.000		.228	.001	.000
	N	16	16	16	16	16	16	16
NC5	Pearson Correlation	.206	.518*	.718**	.319	1	.615*	.673**
	Sig. (2-tailed)	.444	.040	.002	.228		.011	.004
	N	16	16	16	16	16	16	16
NC6	Pearson Correlation	.129	.696**	.876**	.740**	.615*	1	.846**
	Sig. (2-tailed)	.635	.003	.000	.001	.011		.000
	N	16	16	16	16	16	16	16
Normative_Commitment	Pearson Correlation	.558*	.854**	.939**	.861**	.673**	.846**	1
	Sig. (2-tailed)	.025	.000	.000	.000	.004	.000	
	N	16	16	16	16	16	16	16

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

		CGP1	CGP2	CGP3	CGP4	Career_Goal_ Progress
CGP1	Pearson Correlation	1	.875**	.476	.509*	.786**
	Sig. (2-tailed)		.000	.062	.044	.000
	N	16	16	16	16	16
CGP2	Pearson Correlation	.875**	1	.612*	.675**	.887**
	Sig. (2-tailed)	.000		.012	.004	.000
	N	16	16	16	16	16
CGP3	Pearson Correlation	.476	.612*	1	.919**	.891**
	Sig. (2-tailed)	.062	.012		.000	.000
	N	16	16	16	16	16
CGP4	Pearson Correlation	.509*	.675**	.919**	1	.913**
	Sig. (2-tailed)	.044	.004	.000		.000
	N	16	16	16	16	16
Career_Goal_Progress	Pearson Correlation	.786**	.887**	.891**	.913**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	16	16	16	16	16

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		PAD1	PAD2	PAD3	PAD4	Professional_Ability_Development
PAD1	Pearson Correlation	1	.361	.665**	.774**	.809**
	Sig. (2-tailed)		.169	.005	.000	.000
	N	16	16	16	16	16
PAD2	Pearson Correlation	.361	1	.409	.650**	.757**
	Sig. (2-tailed)	.169		.115	.006	.001
	N	16	16	16	16	16
PAD3	Pearson Correlation	.665**	.409	1	.662**	.840**
	Sig. (2-tailed)	.005	.115		.005	.000
	N	16	16	16	16	16
PAD4	Pearson Correlation	.774**	.650**	.662**	1	.908**
	Sig. (2-tailed)	.000	.006	.005		.000
	N	16	16	16	16	16
Professional_Ability_Development	Pearson Correlation	.809**	.757**	.840**	.908**	1
	Sig. (2-tailed)	.000	.001	.000	.000	
	N	16	16	16	16	16

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		PS1	PS2	PS3	PS4	Promotion_Speed
PS1	Pearson Correlation	1	.726**	.748**	.677**	.894**
	Sig. (2-tailed)		.001	.001	.004	.000
	N	16	16	16	16	16
PS2	Pearson Correlation	.726**	1	.760**	.688**	.906**
	Sig. (2-tailed)	.001		.001	.003	.000
	N	16	16	16	16	16
PS3	Pearson Correlation	.748**	.760**	1	.639**	.887**
	Sig. (2-tailed)	.001	.001		.008	.000
	N	16	16	16	16	16
PS4	Pearson Correlation	.677**	.688**	.639**	1	.845**
	Sig. (2-tailed)	.004	.003	.008		.000
	N	16	16	16	16	16
Promotion_Speed	Pearson Correlation	.894**	.906**	.887**	.845**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	16	16	16	16	16

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		RG1	RG2	RG3	Remuneratio n_Growth
RG1	Pearson Correlation	1	.817**	.856**	.929**
	Sig. (2-tailed)		.000	.000	.000
	N	16	16	16	16
RG2	Pearson Correlation	.817**	1	.965**	.967**
	Sig. (2-tailed)	.000		.000	.000
	N	16	16	16	16
RG3	Pearson Correlation	.856**	.965**	1	.981**
	Sig. (2-tailed)	.000	.000		.000
	N	16	16	16	16
Remuneration_Growth	Pearson Correlation	.929**	.967**	.981**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	16	16	16	16

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		TI1	TI2	TI3	TI4	Turnover_Inte ntion
TI1	Pearson Correlation	1	.922**	.792**	.929**	.957**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	16	16	16	16	16
TI2	Pearson Correlation	.922**	1	.879**	.899**	.972**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	16	16	16	16	16
TI3	Pearson Correlation	.792**	.879**	1	.847**	.921**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	16	16	16	16	16
TI4	Pearson Correlation	.929**	.899**	.847**	1	.963**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	16	16	16	16	16
Turnover_Intention	Pearson Correlation	.957**	.972**	.921**	.963**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	16	16	16	16	16

** . Correlation is significant at the 0.01 level (2-tailed).

APPENDIX IX
RELIABILITY TEST

RELIABILITY TEST FOR MILLENNIAL AUDITORS

a. Affective Commitment

Reliability Statistics

Cronbach's Alpha	N of Items
.554	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AC1	17.34	4.440	.142	.596
AC2	17.55	4.427	.221	.545
AC3	16.91	3.835	.503	.408
AC4	16.95	3.874	.384	.462
AC5	16.74	4.511	.415	.474
AC6	16.74	4.897	.206	.544

b. Continuance Commitment

Reliability Statistics

Cronbach's Alpha	N of Items
.732	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CC1	15.12	8.459	.294	.740
CC2	15.36	7.077	.642	.645
CC3	15.81	7.069	.549	.670
CC4	15.74	6.686	.657	.635
CC5	15.17	8.286	.340	.728
CC6	15.72	7.712	.354	.732

c. Normative Commitment

Reliability Statistics

Cronbach's Alpha	N of Items
.650	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NC1	15.74	7.107	.201	.670
NC2	15.53	6.534	.318	.631
NC3	15.78	5.756	.595	.526
NC4	15.48	5.693	.625	.515
NC5	15.36	5.849	.545	.544
NC6	15.81	7.630	.080	.709

d. Career Goal Progress

Reliability Statistics

Cronbach's Alpha	N of Items
.866	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CGP1	12.21	2.132	.622	.870
CGP2	12.14	2.086	.799	.798
CGP3	12.19	1.876	.793	.796
CGP4	12.19	2.262	.673	.847

e. Professional Ability Development

Reliability Statistics

Cronbach's Alpha	N of Items
.865	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PAD1	12.71	2.000	.576	.878
PAD2	12.60	1.822	.745	.820
PAD3	12.57	1.548	.810	.786
PAD4	12.55	1.515	.756	.813

f. Promotion Speed

Reliability Statistics

Cronbach's Alpha	N of Items
.886	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PS1	9.78	4.177	.759	.849
PS2	9.83	4.005	.845	.816
PS3	9.81	4.016	.769	.846
PS4	10.05	4.752	.636	.893

g. Remuneration Growth

Reliability Statistics

Cronbach's Alpha	N of Items
.858	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RG1	5.81	1.665	.708	.825
RG2	5.86	1.700	.749	.784
RG3	5.95	1.769	.741	.793

h. Turnover Intention

Reliability Statistics

Cronbach's Alpha	N of Items
.858	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RG1	5.81	1.665	.708	.825
RG2	5.86	1.700	.749	.784
RG3	5.95	1.769	.741	.793

RELIABILITY TEST FOR NON-MILLENNIAL AUDITORS

a. Affective Commitment

Reliability Statistics

Cronbach's Alpha	N of Items
.663	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AC1	17.06	6.329	.419	.612
AC2	17.44	5.996	.352	.643
AC3	17.56	5.996	.518	.577
AC4	17.81	6.429	.294	.661
AC5	17.25	6.467	.423	.612
AC6	16.94	6.863	.406	.622

b. Continuance Commitment

Reliability Statistics

Cronbach's Alpha	N of Items
.942	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CC1	17.38	19.450	.907	.926
CC2	17.50	18.667	.806	.934
CC3	17.50	18.667	.806	.934
CC4	17.75	17.400	.912	.920
CC5	17.56	19.463	.689	.947
CC6	17.94	16.996	.878	.925

c. Normative Commitment

Reliability Statistics

Cronbach's Alpha	N of Items
.873	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NC1	17.44	12.796	.355	.911
NC2	17.31	10.629	.766	.834
NC3	17.25	10.333	.902	.808
NC4	17.06	11.263	.792	.831
NC5	16.88	13.450	.582	.869
NC6	17.19	10.963	.760	.835

d. Career Goal Progress

Reliability Statistics

Cronbach's Alpha	N of Items
.890	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CGP1	11.94	2.463	.666	.893
CGP2	11.88	2.117	.799	.844
CGP3	11.88	1.850	.775	.858
CGP4	11.94	1.929	.831	.829

e. Professional Ability Development

Reliability Statistics

Cronbach's Alpha	N of Items
.819	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PAD1	11.88	3.983	.688	.763
PAD2	11.75	3.533	.515	.846
PAD3	11.94	3.129	.654	.775
PAD4	11.69	3.829	.850	.712

f. Promotion Speed

Reliability Statistics

Cronbach's Alpha	N of Items
.905	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PS1	10.63	5.183	.802	.871
PS2	10.69	4.896	.814	.868
PS3	10.31	5.563	.804	.872
PS4	10.38	5.717	.735	.894

g. Remuneration Growth

Reliability Statistics

Cronbach's Alpha	N of Items
.956	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RG1	6.69	3.296	.844	.981
RG2	6.50	3.200	.926	.922
RG3	6.56	2.929	.954	.899

h. Turnover Intention

Reliability Statistics

Cronbach's Alpha	N of Items
.966	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TI1	8.38	9.450	.922	.954
TI2	8.31	9.029	.946	.947
TI3	8.13	10.117	.864	.970
TI4	8.19	9.629	.935	.950

APPENDIX X
CLASSIC ASSUMPTION TEST

CLASSIC ASSUMPTION TEST FOR MILLENNIAL AUDITORS

a. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		58
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.88925324
Most Extreme Differences	Absolute	.062
	Positive	.062
	Negative	-.046
Kolmogorov-Smirnov Z		.476
Asymp. Sig. (2-tailed)		.977

a. Test distribution is Normal.

b. Calculated from data.

b. Multicollinearity Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25.449	3.640		6.991	.000		
	Affective_Commitment	-.273	.126	-.257	-2.167	.035	.787	1.271
	Continuance_Commitment	-.028	.093	-.035	-.298	.767	.799	1.252
	Normative_Commitment	-.346	.127	-.400	-2.729	.009	.514	1.946
	Career_Goal_Progress	.197	.194	.146	1.015	.315	.531	1.882
	Professional_Ability_Development	-.031	.191	-.021	-.163	.871	.671	1.491
	Promotion_Speed	-.444	.138	-.470	-3.218	.002	.517	1.934
	Remuneration_Growth	.287	.210	.214	1.368	.178	.452	2.211

a. Dependent Variable: Turnover_Intention

c. Heteroscedasticity Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.054	1.982		1.036	.305
	Affective_Commitment	-.021	.069	-.046	-.310	.758
	Continuance_Commitment	-.091	.051	-.263	-1.786	.080
	Normative_Commitment	-.044	.069	-.117	-.637	.527
	Career_Goal_Progress	.204	.106	.347	1.927	.060
	Professional_Ability_Development	-.088	.104	-.136	-.848	.401
	Promotion_Speed	-.095	.075	-.231	-1.266	.211
	Remuneration_Growth	.207	.114	.354	1.811	.076

a. Dependent Variable: Abs_Resid

CLASSIC ASSUMPTION TEST FOR NON-MILLENNIAL AUDITORS

a. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		16
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.36625917
Most Extreme Differences	Absolute	.144
	Positive	.086
	Negative	-.144
Kolmogorov-Smirnov Z		.575
Asymp. Sig. (2-tailed)		.895

a. Test distribution is Normal.

b. Calculated from data.

b. Multicollinearity Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.553	4.917		4.180	.003		
	Affective_Commitment	.136	.255	.097	.534	.608	.419	2.389
	Continuance_Commitment	.039	.174	.049	.224	.829	.294	3.400
	Normative_Commitment	.417	.210	.410	1.990	.082	.326	3.065
	Career_Goal_Progress	.921	.438	.425	2.101	.069	.339	2.949
	Professional_Ability_Development	-.937	.364	-.563	-2.576	.033	.290	3.444
	Promotion_Speed	-.137	.334	-.101	-.409	.693	.227	4.404
	Remuneration_Growth	-2.001	.448	-1.284	-4.467	.002	.168	5.948

a. Dependent Variable: Turnover_Intention

c. Heteroscedasticity Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.524	1.919		-.273	.792
	Affective_Commitment	.051	.100	.211	.511	.623
	Continuance_Commitment	.077	.068	.561	1.139	.288
	Normative_Commitment	.008	.082	.048	.104	.920
	Career_Goal_Progress	.284	.171	.762	1.662	.135
	Professional_Ability_Development	-.220	.142	-.768	-1.552	.159
	Promotion_Speed	.035	.130	.152	.272	.793
	Remuneration_Growth	-.278	.175	-1.036	-1.593	.150

a. Dependent Variable: Abs_Resid

APPENDIX XI
HYPOTHESIS TESTING

MULTIPLE LINEAR REGRESSION FOR MILLENNIAL AUDITORS

a. Determinant Coefficient Test (Adj. R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.669 ^a	.448	.371	2.017

a. Predictors: (Constant), Remuneration_Growth, Career_Goal_Progress, Affective_Commitment, Continuance_Commitment, Professional_Ability_Development, Promotion_Speed, Normative_Commitment

b. Simultaneous Test (F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	165.172	7	23.596	5.799	.000 ^b
	Residual	203.449	50	4.069		
	Total	368.621	57			

a. Dependent Variable: Turnover_Intention

b. Predictors: (Constant), Remuneration_Growth, Career_Goal_Progress, Affective_Commitment, Continuance_Commitment, Professional_Ability_Development, Promotion_Speed, Normative_Commitment

c. Partial Test (t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.449	3.640		6.991	.000
	Affective_Commitment	-.273	.126	-.257	-2.167	.035
	Continuance_Commitment	-.028	.093	-.035	-.298	.767
	Normative_Commitment	-.346	.127	-.400	-2.729	.009
	Career_Goal_Progress	.197	.194	.146	1.015	.315
	Professional_Ability_Development	-.031	.191	-.021	-.163	.871
	Promotion_Speed	-.444	.138	-.470	-3.218	.002
	Remuneration_Growth	.287	.210	.214	1.368	.178

a. Dependent Variable: Turnover_Intention

MULTIPLE LINEAR REGRESSION FOR NON-MILLENNIAL AUDITORS

a. Determinant Coefficient Test (Adj. R²)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.943 ^a	.889	.792	1.871

a. Predictors: (Constant), Remuneration_Growth, Professional_Ability_Development, Continuance_Commitment, Affective_Commitment, Normative_Commitment, Career_Goal_Progress, Promotion_Speed

b. Dependent Variable: Turnover_Intention

b. Simultaneous Test (F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	224.000	7	32.000	9.143	.003 ^b
	Residual	28.000	8	3.500		
	Total	252.000	15			

a. Dependent Variable: Turnover_Intention

b. Predictors: (Constant), Remuneration_Growth, Professional_Ability_Development, Continuance_Commitment, Affective_Commitment, Normative_Commitment, Career_Goal_Progress, Promotion_Speed

c. Partial Test (t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.553	4.917		4.180	.003
	Affective_Commitment	.136	.255	.097	.534	.608
	Continuance_Commitment	.039	.174	.049	.224	.829
	Normative_Commitment	.417	.210	.410	1.990	.082
	Career_Goal_Progress	.921	.438	.425	2.101	.069
	Professional_Ability_Development	-.937	.364	-.563	-2.576	.033
	Promotion_Speed	-.137	.334	-.101	-.409	.693
	Remuneration_Growth	-2.001	.448	-1.284	-4.467	.002

a. Dependent Variable: Turnover_Intention

INDEPENDENT SAMPLE T-TEST

Group Statistics

	Generation	N	Mean	Std. Deviation	Std. Error Mean
Turnover_Intention	Millennial	58	12.24	2.543	.334
	Non-Millennial	16	11.00	4.099	1.025

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Turnover_Intention	Equal variances assumed	3.668	.059	1.497	72	.139	1.241	.829	-.411	2.894
	Equal variances not assumed			1.152	18.301	.264	1.241	1.078	-1.020	3.503

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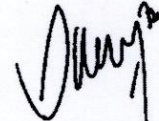
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