

Peran *Work Engagement* terhadap Intensi *Turnover* pada Auditor Generasi Milenial di Kantor Akuntan Publik Indonesia

Yasmine Zahroti Melyada¹ & Taufik Achmad Dwi Putro²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

Abstrak. Auditor yang bekerja di Kantor Akuntan Publik sangat erat kaitannya dengan fenomena intensi *turnover* yang tinggi. Terdapat beberapa faktor yang dapat menjadi prediktor intensi *turnover*, salah satunya *work engagement*. Penelitian ini bertujuan untuk mengetahui peran *work engagement* terhadap intensi *turnover* Auditor Kantor Akuntan Publik (KAP) pada generasi milenial. Hipotesis penelitian ini yaitu *work engagement* berperan negatif terhadap intensi *turnover*. Skala intensi *turnover* dan *Utrecht Work engagement Scale* – 17 digunakan untuk memperoleh data dari 96 partisipan melalui survei daring. Penelitian ini menggunakan pendekatan kuantitatif. Analisis data dilakukan menggunakan regresi linear sederhana. Hasil penelitian menunjukkan bahwa *work engagement* tidak berperan secara negatif terhadap intensi *turnover*.

Kata kunci: *intensi turnover, kantor akuntan publik, milenial, work engagement*

Abstract. Auditor who work in Public Accounting Firms are closely related to the phenomenon of high turnover intention. There are several factors that can be predictors of turnover intention, one of which is work engagement. This study aims to determine the role of work engagement on auditor turnover intentions at CPA in the millennial generation. The hypothesis of this study is that work engagement has a negative role on turnover intention. The turnover intention scale and the Utrecht Work engagement Scale – 17 were used to obtain data from 96 participants through an online survey. This study uses a quantitative approach. Data analysis was performed using simple linear regression. The results of the study show that work engagement does not play a negative role on turnover intention.

Keywords: *millennials, public accounting firms, turnover intention, work engagement*