

ABSTRACT

The purpose of this study is to investigate the effect of organizational justice to auditors' turnover intention at public accountant firms in Indonesia. The primary justice issue discussed in this study is the perceived fairness of decisions involving pay and promotions. Fairness is examined in terms of the consistent application of standards across individuals in the firm's decision-making. The effect of organizational justice to turnover intention is examined both directly and through the intermediaries of job satisfaction and organizational commitment. To examine these issues, a mailing survey was distributed to al-Aqsho foundation employees. The Regression with path analysis model is used for developing theoretical and analyzing data.

The results of hypothesis test support 3 hypotheses proposed (H1, H5, H6) and reject 3 hypotheses (H2, H3, H4). The results of this research show that organizational justice does not impact directly on turnover intention, but through job satisfaction and organizational commitment. It indicates that bias and not consistent in making decision especially related with salary and promotion will reduce job satisfaction marked by decreasing of creativity and autonomy, working condition, and responsibility of assignment. Decreasing level of job satisfaction will decrease commitment to organization and finally followed by employees action to leave al-Aqsho foundation.

Key words : *organizational justice, discrimination, turnover intention, al-Aqsho foundation*