

# Organizational Competition、Employee Trust and Turnover Intention Among Relationship at The CPA Firms

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## ABSTRACT

The accounting firm is the guarder of economy in the nation, owns liberal salary and welfare and cause job field the competition is rather serious, and the high turnover rate is a secret worry of accounting firm, how reduce employee to leave a notion, is the problem that the CPA needs go deep into a study urgently to currently. Therefore, the study purpose of this research is aim at accounting firm inside organizational competition and turnover intention to two of relation study, and with trust for interference variable. Inquire into trust further for the accounting firm inside organization competition with turnover intention to a relation of interference influence. By accounting firm auditor 's anonymous surveys in Taiwan. There are the 300 surveys distributed, consisting of 242 valid samples. The response rate is 80.67%. In this study, the dimensions of empirical results show that accounting firms are competitive within the organization and turnover intention significantly positively correlated. But in a different type of competition, to intragroup competition significant positive correlation, intergroup competition is no significant relationship. Employee trust in organizational competition and turnover intention effect of interference

Keywords : organizational competence、turnover intention、trust

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