DOES JOB ROTATION AND JOB SATISFACTION AFFECT THE PERFORMANCE?

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Abstract

The purpose of this research: (1) To know the description of job rotation, job satisfaction and employee performance at the Jambi Provincial Transportation Department. (2) To know the effect of job rotation on employee performance at the Jambi Provincial Transportation Department. (3) To know the effect of job satisfaction on employee performance at the Department of Transportation of Jambi Province. (4) To know the influence between job rotation and job satisfaction on employee performance at the Department of Transportation of Jambi Province. The method of this research is descriptive and quantitative and using regression method. The population in the study were the employees of the Jambi Provincial Transportation Department. Technique of sampling research using of stratified sampling. The total sample in this study was 123 respondents. The result of the research shows that the average level of the respondent's answer for job rotation (X1) is 74.46% and the average level of the respondent answer for job satisfaction variable (X2) is 68.52, it shows highest average respondent There is in position variable rotation (X1). The magnitude of the effect of rotation variables on the performance of employees at the Department of Transportation Jambi Province is amounted to 2,427. The amount of influence of job satisfaction on employee performance variables at the Jambi Provincial Transportation Department is 4.452. Based on the analysis that together into two independent variables of job rotation and job satisfaction have a significant effect amounted to 2.201 (X₁) dan 3.308(X₂) on the performance of employees at the Transportation Agency of Jambi Province.

Keywords: Job Rotation, Job Satisfaction, Employee Performance

Introduction

Bureaucratic reform both at the central government, provincial government and district government is a necessity in efforts to achieve good governance. Bureaucratic change in the provincial government and district governments were directed to make corrections and improvements to any shortcomings that occur in the implementation of the decentralization policy as an end in the implementation of the main functions of the bureaucracy, the public services that are directly in touch with community needs. The position and role of Civil Servants as an element of the state apparatus serving as public servants should be able to provide fair services to the community based on loyalty and obedience to Pancasila and the 1945 Constitution. In the Outline of State Policy (GBHN) has also been deposited mandate on the quality of Human Resources as the key to the success of sustainable development.

Jambi Provincial Transport Department is one of the government agencies in the province of Jambi. As agencies that maintain the stability in transportation by land, sea or air so that the economy in the province of Jambi is not congested, this service also demands maximum performance from employees. It is appropriate duties and functions of the Transportation Agency Jambi Province in line with the vision and his mission, then all of them are implemented in a program of work to be performed by each section in the Transport Department. Whether or not the performance or achievement of these results reflected how far the achievement of performance targets do employees at the Jambi Provincial Transport Department.

Based on Employee Performance Target Document (SKP) in 2014 and 2015 to all employees at the Transportation Agency Jambi Province, that the achievement of performance targets do employees in 2014 and 2015 can be obtained information of 180 employees only 44 employees earn good ratings orientation. As for integrity there are about 56 employees get good value. For the commitment aspect there are about 84 employees get good value. Category discipline employees who received either category only 84 orang.Ini means that only less than half of employees still was not disciplined. As for the category of cooperation only 56 people who enter both categories. From the results of the gains obtained are still some aspects of the votes obtained by employees are categorized as good.

To support the achievement of the performance appraisal recapitulation in 2015, researchers conducted initial observation, to determine employee performance phenomenon that existed at the Transportation
On March 3, 2016, a phenomenon was observed in the Jambi Transportation Department, where 18 employees successfully completed their tasks on time, while 12 did not. Additionally, 8 employees arrived late, indicating a low level of timeliness among employees. Furthermore, only 21 employees were found to be executing their duties in alignment with the department's vision and mission. These observations suggest that the performance of employees in the Jambi Transportation Department is relatively low.

In 2015, the rotation of employees was often performed by the Jambi Transportation Agency, which resulted in 19 employees feeling that it decreased discipline, while only 11 agreed that it improved discipline. Moreover, 17 employees believed that the rotation was not in line with their current competencies, causing them difficulty in adjusting to new roles. However, 13 employees acknowledged that it was in line with the required competencies.

Job satisfaction also influenced employee performance. On March 3, 2016, it was observed that 16 employees felt less satisfied with the relationship after the rotation, whereas 14 were satisfied. This was due to the difficulty employees faced in adapting quickly within the team. Additionally, 21 employees found working hours too long after the rotation, which was particularly challenging for those in the Kesekretariat fields. Furthermore, 16 employees felt that the salaries were inappropriate, affecting their satisfaction.

The research objectives include:
2. Understanding the effects of the rotation of office on the performance of employees of the Department of Transportation in Jambi Province.
3. Investigating and analyzing the effect of job satisfaction on the performance of employees of the Department of Transportation in Jambi Province.
4. Understanding and analyzing the effects of job rotation and job satisfaction on the performance of employees of the Department of Transportation in Jambi Province.

The literature review clarifies that job rotation involves the shifting of employees between roles, often not permanently or periodically. Meanwhile, job satisfaction is the perception of the possibility of remaining with an organization, and job performance is the level of achievement of tasks. The conceptual framework for these relationships is illustrated in Figure 1.
Figure 1. Conceptual Framework The Influence of Job Rotation and Job Satisfaction on Employee Performance

Research Methods
This research is descriptive analysis or survey. The population in this study are the employees who are in the Department of Transportation Jambi Province. Sampling process is done by stratified random sampling. The total sample in this study was 123 respondents.

Data used in this study are of two kinds, namely (1) the primary data, as the main data and (2) secondary data, as supporting data. Primary data, the research data obtained directly from the source (not through an intermediary medium) and the data gathered specifically to answer questions in accordance with the wishes of researchers.

The description of the influence of factors of independent variables on the effectiveness of distribution channels (dependent variable), can be described in multiple regression model as follows:

\[ Y = b_0 + b_1X_1 + b_2X_2 + \varepsilon \]

Where, \( Y \) = Employee Performance, \( b_0 \) = Konstant, \( b_1 \) = Regression coefficient of each variable, \( X_1 \) = Job Rotation, \( X_2 \) = Job Satisfaction, and \( \varepsilon \) = Random error (random error).

Results and Discussion
From the results of the analysis that has been done through the use of SPSS 17 software shows the average score for rotation variables is 74.46 with good enough category, the average score for job satisfaction variables is 68.52 with good enough category, while the average score for employee performance variable is 67.69 with good enough category. Under the prerequisite test its own data, the variable rotation of office, job satisfaction, and employee performance with the data obtained, it can be to be used in the calculation to search for multiple linear regression analysis. The results can be seen in the following table:

Table 1. Simultaneous Hypothesis Testing

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>817.416</td>
<td>2</td>
<td>408.708</td>
<td>9.542</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>5054.270</td>
<td>118</td>
<td>42.833</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>5871.686</td>
<td>120</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Job_Satisfaction, Job_Rotation
b. Dependent Variable: Employee_Performance

With these figures prove that together into two independent variables yaiturotasi position and job satisfaction have a significant effect on the performance of employees of the Department of Transportation of Jambi Province. The results of the estimation of the obtained multiple linear regression test calculation can be seen in the table as follows:
Table 2. Estimated Regression Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>32.121</td>
<td>5.287</td>
<td>6.075</td>
</tr>
<tr>
<td>Job Rotation</td>
<td>0.32</td>
<td>0.161</td>
<td>-0.024</td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>0.338</td>
<td>0.102</td>
<td>0.389</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Employee Performance

Thus, it can be proven that together into two independent variables, the rotation of office and job satisfaction have a significant influence on employee performance Transport Agency Jambi Province. Meanwhile, job satisfaction variables can be seen most dominant in influencing the performance of employees.

Conclusion

Based on the results of simultaneous analysis can be seen that the variable rotation of office and job satisfaction significantly affects the performance of employees in Jambi Provincial Transport Department. That is, the higher the rotational position mafaat of employees felt the better the performance of employees, and more satisfied person in the employee's work it will give good results.

Recommendation

It is suggested to the leadership of the Jambi Provincial Transport Department in the future are able to provide the rotation of office in accordance with the areas of expertise of employees, this is because based on a survey done there are many employees who feel the rotation is done in less precise with his knowledge fields. Meanwhile, the leaders are also expected to be able to pay attention to any factors that can increase and decrease employee satisfaction.

Reference


