

The Influence of Job Rotation and Job Operational Standards on Employee Achievement

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ARTICLE INFO

Article history:

Received Oct 06, 2023

Revised Oct 19, 2023

Accepted Oct 27, 2023

Keywords:

Job Rotation,
Work Operational
Standards,
Work Performance

ABSTRACT

This research aims to determine the effect of work rotation and work operational standards on the work performance of BKPSDM employees in Solok Regency with a sample of 38 respondents who were studied using quantitative methods. Based on the results of statistical analysis, it can be interpreted that Job Rotation partially has a significant effect on Employee Work Performance, this is proven by the t test with a significant value of $t_{count} 5.360 > t_{table} 2.030$ in the significance level value, $0.000 < 0.05$. So it can be interpreted that job rotation has a significant effect on employee work performance. Based on the results of statistical analysis, it can be concluded that Work Operational Standards partially have a significant effect on the Work Performance of Solok Regency BKPSDM Employees. This is proven by the T test with a significant value of $t_{count} 2.691 > t_{table} 2.030$ and a significance level value of $0.011 < 0.05$. So it can be concluded that Work Operational Standards have a significant effect on the Work Performance of Solok Regency BKPSDM Employees. Simultaneously, Job Rotation and Work Operational Standards have a significant effect on the Job Performance of Solok Regency BKPSDM Employees. This is proven by using the F test with a significant value of $f_{count} 21.159 > f_{table} 3.27$ and the resulting significant value is 0.000 and this value is much smaller than a (0.05) . This can also be seen from the R Square value obtained at 0.547 or 54.7% and the remaining 45.3% is influenced by other variables not included in this research.

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1. INTRODUCTION

Job rotation is something that is usually done by companies or agency employees. This rotation is often carried out for employees who have worked for a long time. Job rotation is a means of learning, organizing, as well as eliminating boredom from the work they have been doing. With job rotation, employees can start with new tasks and functions and places of work, (Rahman & Solikhah, 2016).

Work Operational Standards are a collection of operational standards that are used as guidelines for tasks that are carried out repeatedly. The existence of a standard will influence employee performance in achieving goals. The aim is to simplify work processes, minimize errors, strengthen work flow, and support organizational activities so that they run in a controlled, systematic, effective and consistent manner. Work Operational Standards have an influence on the performance variables of a company's employees, the better the implementation of Standard Operational Procedures (SOP), the better the employee's performance will be, (Nikglatus Syafrifah, 2019).

Performance (Job Achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying it out in accordance with the responsibilities given to him. Work performance

or performance comes from the definition of performance. Performance is not only the result of work but includes how the work process takes place. Work performance or performance is about what is done and how to do it. Performance is real behavior in the sense that it is not only observed, but also includes results, (Rosen, 2015).

Based on these problems, in relation to rotating the performance of employees at the Solok Regency Personnel and Human Resources Development Agency, they have inadequate competency and their educational background does not match the field they occupy, resulting in very low employee competency. Apart from increasing employee disciplinary competence, it also has an influence on the performance of a State Civil Apparatus (ASN). High and optimal work discipline is one of the factors that can influence the performance of State Civil Apparatus directly or indirectly in these performance decisions. State civil servants work more diligently and are passionate about their work which will ultimately make the State Civil Service officers strong and of good quality and able to carry out tasks or activities well which in turn will result in high performance.

Thus, one of the keys to an organization's success in carrying out its duties well is improving the performance of the State Civil Apparatus and work discipline. Meanwhile, other factors that cause the performance of the State Civil Apparatus to be inadequate have not been implemented in accordance with national standard procedures (SOP) are also reasons for making The performance of an employee is questionable, in addition to not carrying out standard operational procedures as they should, a lot of work overlaps and is not on target. In carrying out activities, it is not uncommon for employee performance to experience fluctuations, this condition is caused by a person working for too long in one unit or in one job only. As a result, employee boredom and even boredom arise at work, companies or agencies often rotate work for employees and can also do this regularly so as to increase motivation for employees based on standard targets and criteria that have been periodically and effectively implemented in previous organizational performance operations by Therefore, organizations are basically operated by human resources, employee performance. This reason is because the BKPSDM agency in Solok Regency is quite strategic so that it is a background for employees who really need sufficient financial means.

2. RESEARCH METHOD

The research method used in this research is a comparative descriptive method. Through research, humans can use the results, in general the data obtained from research can be used to understand, solve and anticipate problems. According to (Hendra Arya Hutama, 2022): "In general, research methods are defined as scientific ways to obtain data with certain purposes and uses."

3. RESULTS AND DISCUSSIONS

In this section, a discussion of the results of the analysis that has been carried out is presented. It can be seen that all independent variables have a significant impact on the variables which will be discussed as follows:

- a. The Effect of Job Rotation on Job Performance
Job Rotation (X1) to Job Performance (Y). It is known that t_{count} is $5.360 > t_{table}$ 2.030, and the influence of .
- b. Influence of Work Operational Standards on Work Performance
The effect of Work Operational Standards (X2) on Work Performance (Y), it is known that t_{count} is $2.691 > t_{table}$ 2.030, and the effect of X2 on Y is significant at $0.011 < 0.05$. So it can be concluded that H2 is accepted, supported by previous research, this research states that Work Operational Standards have a positive and significant effect on Work Performance.
- c. Effect of Job Rotation (X1) and Work Operational Standards (X2) on Job Performance (Y)
The result of the f_{count} test is 21.159 with a significance of 0.000. Based on the results of this research, it can be concluded that H0 is accepted if $f_{count} > f_{table}$, the value of f_{count} is $21.159 > f_{table}$ 3.27 with a significant value of $0.000 < 0.05$, which means that Work Rotation (X1) and Work Operational Standards (X2) have a joint effect on work performance. This research has jointly proven that Job Rotation and Work Operational Standards have a significant effect on Job Performance of Solok Regency BKPSM Employees.

So that the hypothesis presented in this research can be accepted as true as long as the observations made, namely the influence between the two independent variables studied on the dependent variable, shows that. Work performance will increase well if work rotation and work operational standards are carried out well.

4. CONCLUSION

Based on the results of research on the influence of work rotation and work operational standards on work performance among BKPSM employees in Solok Regency, it can be concluded as follows: That the variables used in this research are Job Rotation, Work Operational Standards and Work Performance which produce a Cronbach Alpha value > 0.60. This figure shows that these four variables have a high level of reliability. Therefore, the three variables used in this research can continue to be used in the hypothesis proposal stage.

The result of multiple linear regression is the regression equation, namely:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = 11.168 + 0.472 X_1 + 0.277 X_2 + e$$

The regression equation can be interpreted as follows: The multiple regression equation above is known to have a constant value of 11.168. This shows that if the variable value of Work Rotation (X1) and Work Operational Standards (X2) is equal to zero, then the fixed value or value of the Work Performance variable is 11,168 units. The Job Rotation coefficient value (X1) is 0.472. This shows that the Job Rotation value (X1) increases by one unit assuming other variables remain constant, then Job Performance (Y) will increase by 0.472. The coefficient value for Work Operational Standards (X2) is 0.277. This shows that the value of Work Operational Standards (X1) increases by one unit assuming other variables remain constant, so Work Performance (Y) increases by 0.277. The result of determining R2 is the coefficient of determination determined from the R square value of 0.547 or 54.7%. This result means that the independent variables Job Rotation (X1) and Work Operational Standards (X2) have an influence on the dependent Job Performance (Y) of 54.7% while the remainder is 45.3%. The rest is influenced by other variables not included in this research, namely job satisfaction, work stress and compensation.

Hypothesis Testing, Hypothesis Testing t test 1. Partial Job Rotation has a significant effect on Job Performance. This is proven by tcount 5.360 > ttable 2.030 and a significance level value of 0.000 < 0.05. Hypothesis Test t 2. Work Operational Standards partially have a significant effect on Work Performance. This is proven by tcount 2.691 > t table 2.030 and a significant level value of 0.011 < 0.05. Hypothesis Test f. Job Rotation and Work Operational Standards simultaneously influence Job Performance. This is demonstrated using the f test with fcount 21.159 > ftable 3.27 with a significance value of 0.000 < 0.05.

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