

ABSTRACT

PUTRI KHAIRUNNISA. 2022. The Influence of Rotation and Transfer on the Performance of Employees of PT. Bank Perkreditan Baturaja. The research was under the guidance of Novegya Ratih Primandari, S.E., M.Si. and Epriyanti, S.H., M.M. This study aimed to determine the influence of rotation and transfer on the performance of employees of PT. Bank Perkreditan Baturaja.

The analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was an influence of rotation on the performance of employees of PT. Bank Perkreditan Baturaja with a t-count value of 3.752, The transfer variable had an influence on the performance of employees of PT. Bank Perkreditan Rakyat Baturaja with a t-count value of 3.088. Simultaneously, it was found that there was an influence of rotation and transfer on the performance of employees of PT. Bank Perkreditan Rakyat Baturaja with an F-count value of 15.696. The coefficient of determination (R^2) obtained was 0.466. This showed that the contribution of the influence of rotation and transfer on performance was 46.6%, while the remaining 53.4% was influenced by other variables outside of this research, namely work discipline, work environment, and organizational culture (Kasmir,2020:189-193).

Keywords: Work discipline, Work environment, and Organizational culture

ABSTRAK

PUTRI KHAIRUNNISA. 2022. Pengaruh Rotasi dan Mutasi Terhadap Kinerja Karyawan PT. Bank Perkreditan Baturaja. Skripsi dibimbing oleh Ibu Novegya Ratih Primandari, S.E., M.Si. dan Ibu Epriyanti, S.H., M.M. Penelitian ini bertujuan untuk mengetahui pengaruh Rotasi dan Mutasi terhadap Kinerja karyawan PT. Bank Perkreditan Baturaja.

Teknik analisis yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh rotasi terhadap kinerja karyawan PT. Bank Perkreditan Baturaja dengan nilai t hitung sebesar 3.752, Variabel Mutasi ada pengaruh terhadap Kinerja karyawan PT. Bank Perkreditan Rakyat Baturaja dengan nilai t hitung sebesar 3.088. Secara simultan didapatkan ada pengaruh Rotasi dan Mutasi terhadap Kinerja karyawan PT. Bank Perkreditan Rakyat Baturaja dengan nilai F hitung sebesar 15.696. Koefisien determinasi (R^2) yang diperoleh sebesar 0.466. Hal ini menunjukkan berarti sumbangan pengaruh Rotasi dan Mutasi terhadap Kinerja sebesar 46,6% sedangkan sisanya 53,4% di pengaruhi variabel lain diluar penelitian ini yaitu disiplin kerja, lingkungan kerja, dan budaya organisasi (Kasmir,2020:189-193).

Keyword : Disiplin kerja, Lingkungan kerja, dan Budaya organisasi