
**The Effect Of Position Rotation On Employee Work Productivity At The Fisheries
Service Office Bulukumba Regency**

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Abstrak

This research utilizes a quantitative approach to explore the relationship between job rotation and work productivity within the Fisheries Department of Bulukumba Regency. Regression analysis indicates a significant relationship between the job rotation variable (X) and work productivity (Y), with a regression coefficient of 0.902 and a very high level of significance (< 0.001). The results show that each one-unit increase in job rotation is associated with an increase of 0.902 units in work productivity. The regression model also demonstrates a high level of fit, with a coefficient of determination of 0.911, indicating that approximately 91.1% of the variation in work productivity can be explained by the job rotation variable. These findings are consistent with the theory that job rotation can enhance employee productivity and can be utilized to assess employee potential and increase motivation through activity variation. These results support the use of job rotation as a significant predictor of improved work productivity in the context of the Fisheries Department of Bulukumba Regency. Effective implementation and management of job rotation strategies can be key to enhancing employee work productivity.

Keywords: Job Rotation, Work Productivity.

INTRODUCTION

Human resources (HR) is one of the most important factors in an office that has the greatest role, every small and large-scale office is required to manage existing resources, so that the expected goals of the office can be achieved effectively and efficiently. Human Resources (HR) is the most valuable asset that an office has, because humans are the only resources that move other resources.

Good quality of human resources is very important for an office because it is a very common need for every office, one of the parameters used to assess the quality of human resources is work productivity.

Productivity is a measure of the effective use of resources, generally expressed as the ratio of output to input (Stevenson, 2012). Work productivity as a concept shows the relationship between work results and the unit of time needed to produce products (goods and

services) of a worker. Because the office needs to encourage employees to do their jobs well, one of which is by increasing work productivity.

An agency always strives to get employees who can work by producing high productivity to realize the organizational goals of employees are the assets of all agencies, if the agency does not have quality human resources then the agency cannot develop properly. In other words, the success and failure of an agency depends on the quality of its employees.

Position rotation is a change in the place or position of an employee but still at the same rank in the organization, the same terms as position rotation are mutage, transfer and transfer (M. Hasibuan, 2014).

The basic basis of the Merit System position rotation, namely the transfer of positions based on the basis of scientific, objective and work achievements. This system is a good basis for job rotation because it can increase employee morale and discipline so that productivity increases. Seniority system, which is a transfer of positions based on the basis of the working period, age and work experience of the position concerned.

The principle of position rotation is to rotate employees to the right positions and suitable jobs, so that their morale and work productivity increase.

RESEARCH METHODS

The type of research used is quantitative. The research was carried out at the Bulukumba Regency Fisheries Office located on Jl. Bentengge, Ujung Bulu District, Bulukumba Regency, South Sulawesi. The selection of the location of this research is with the intention of finding out how position rotation affects work productivity. The implementation of this research was carried out for 2 months, starting from February – April 2024. In this study, the researcher decided that the collection method used was documentation, observation, and questionnaire.

RESULTS AND DISCUSSION

a) Description of Respondents Based on Age

As a representation of the characteristics of the respondents, the researcher will present this information in the form of a table as follows:

Table 4.1 Characteristics of Respondents by Age

| | No | Respondent's age, | Frekuensi Responden | Frekuensi % |
|-------|-------|-------------------|---------------------|-------------|
| Valid | 1 | 20 – 30 year | 4 | 7.5% |
| | 2 | 31 – 40 year | 8 | 15.1% |
| | 3 | 41 – 50 year | 25 | 47.2% |
| | 4 | 51 – 57 year | 16 | 30.2% |
| | total | | 53 | 100% |

Sumber: Lampiran 4

Characteristics of Respondents Based on Type of Kalamin

Information about the characteristics of respondents can be grouped into two main categories, namely men and women. This grouping allows researchers to understand the differences and patterns that may arise based on the gender of the respondents. To clarify, this information is presented in the form of the following table:

Table 4.2 Characteristics of Respondents Based on Type of Kalamin

| | No | gender | Frekuensi Responden | Frekuensi % |
|-------|-------|--------|---------------------|-------------|
| Valid | 1 | male | 28 | 52.8% |
| | 2 | famale | 25 | 47.2% |
| | total | | 53 | 100% |

Sumber : attachments 4

Table 4.3 Respondent Characteristics Based on Last Education

| No | last education | Frekuensi | Frekuensi (%) |
|----|----------------|-----------|---------------|
| 1 | S1 | 30 | 56.6% |
| 2 | S2 | 11 | 20.8% |
| 3 | Diploma | 3 | 5.7% |
| 4 | SMA | 8 | 15.0% |
| 5 | SMP | 1 | 1.9% |
| | Total | Total | 53 |

Sumber : attachments 4

Table 4.4 Characteristics of Respondents Based on Employment Period

| | No | Masa Kerja | Frekuensi Responden | Frekuensi % |
|-------|----|-------------|---------------------|-------------|
| Valid | 1 | 1 Bulan | 2 | 3.8% |
| | 2 | 1-5 Tahun | 8 | 15.1% |
| | 3 | 6-10 Tahun | 6 | 11.3% |
| | 4 | 11-20 Tahun | 33 | 62.3% |
| | 5 | 21-40 Tahun | 4 | 7.5% |
| Total | | | 53 | 100% |

Sumber : attachments 4

Reliability Test

Dalam penelitian ini, uji reliabilitas dilakukan menggunakan metode Cronbach's alpha. Sebuah instrumen dianggap reliabel jika koefisien reliabilitas yang diperoleh setidaknya mencapai 0.6. Jika koefisien Cronbach's alpha kurang dari 0.6, maka instrumen tersebut dianggap tidak reliabel.

Tabel 4. 8 Questionnaire Realistic Test Results

| No | Variabel | Cronbach Alpha | Standar Realibilitas | Keterangan |
|----|---------------------|----------------|----------------------|------------|
| 1. | Rotasi jabatan | 0.964 | 0.60 | Reliabel |
| 2. | Produktivitas Kerja | 0.953 | 0.60 | Reliabel |

Sumber : attachments 3

Simple Regression Analysis

The results of a simple linear regression test are an underlying analysis that is to study the dependence of dependent (or bound) variables on one or more independent (or explainer/independent) variables.

Tabel 4.9 Simple Linier Regression Analysis

| Variabel | Variabel Terikat | B | Beta | t | Sig | information |
|------------------|---------------------|-------|-------|--------|-------|--------------------|
| Rotasi Jabatan | Produktivitas Kerja | 0,902 | 0,954 | 22,799 | <,000 | Hipotesis Diterima |
| R = 0,954 | Sig = <,001 | | | | | |
| R Square = 0,911 | | | | | | |
| F = 519,799 | | | | | | |

a. Dependent Variable: Produktivitas Kerja

Sumber : attachments 6

Test Hypothesis

This data analysis uses a simple test to evaluate the Effect of Job Rotation on Work Productivity. Hypothesis testing in this study was carried out through two methods, namely the t-test and the Coefficient of Determination

Test t

For (Constant), the t-statistical value is 2.306 with a significance of 0.025. In this case, the t-statistical value obtained exceeds the t-value of the predetermined table (2.008), shows that the constant has a significant influence on the dependent variable (Y Work Productivity) at a significance level of 0.025. Meanwhile, for the X variable of Position Rotation, the t-statistical value is 22,799 greater than t table 2,008. This very high t-statistical value shows that the X variable of Position Rotation has a very significant influence on the dependent variable, Work Productivity, and exceeds the t-value of the table that has been set. This confirms that Position Rotation has a strong impact on Work Productivity.

Determination Coefficient (R²)

Tabel 4.10 Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|-------------------|----------|-------------------|----------------------------|
| 1 | .954 ^a | .911 | .909 | 2.77411 |
| a. Predictors: (Constant), Variabel X Rotasi Jabatan | | | | |
| b. Dependent Variable: Variabel Y Produktivitas Kerja | | | | |

Sumber : attachments 3

Discussion

Based on the results of research that has been conducted in previous research, it can be known that Position Rotation affects employee work productivity. These results are consistent with the theory that Position Rotation can increase Employee Productivity (Hasibuan, 2020). In addition, there is another theory that states that job rotation can also increase work productivity (Robbins & Judge, 2016).

One of the factors that affect work productivity is job rotation. In addition, rotation can also be used by the office to assess the potential of employees so that they can be placed in positions that suit their abilities.

This shows that the transfer of employees at the same level can have an impact on employee productivity. If employees are satisfied with the rotation carried out, then it can be said that the rotation carried out by the office has been successful or successful in accordance with the purpose of the office and will increase employee work productivity, and vice versa.

This study shows a positive and significant influence on employees of the Bulukumba Regency Fisheries Service. This is due to the level of knowledge of employees who are quite adequate in carrying out their work, which is obtained through job rotation that supports the development and improvement of their knowledge. The employees were satisfied with the position rotation program, and understood the criteria for evaluating the success of the position rotation at the Bulukumba Regency Fisheries Service office.

Employees are able to identify areas that need improvement to improve their own work. They can make the best contribution to the work they are doing and are willing to accept additional workloads outside of working hours. Employee satisfaction and enthusiasm have a positive effect on overall productivity.

CONCLUSION

Based on the results of the t-value of the regression analysis, it can be concluded that the Position Rotation variable (X) has a significant influence on Work Productivity (Y). The t-value for the Position Rotation variable $22.799 > t$ table 2.008, shows that Position Rotation has a significant positive effect on work productivity. The results of the analysis also show that Position Rotation has a strong influence on the increase in Work Productivity, with a determination coefficient value of 0.911, which indicates that about 91.1% of the variation in Work Productivity can be explained by Position Rotation. This means that there is a strong relationship between Position Rotation and Work Productivity in the Bulukumba Regency Fisheries Service.

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