

***JOB ROTATION, COMPETENCY AND WORK DISCIPLINE AS  
DETERMINATION FACTOR OF EMPLOYEE'S PERFORMANCE  
(Survey on SATPAS of Regional Police of West Java, East Priangan)***

***ABSTRACT***

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*The successful of organization in gaining goals depends on its employee's performance. Hence, this research studied the roles of job rotation, competency, and work discipline on employee's performance. The objectiveness of this research was to know the influences of job rotation, competency, and work discipline on employee's performance. The method used was survey method with quantitative approach. The sample size was 81 Respondents that were an officer of SATPAS in Regional Police of West Java, East Priangan. Data Analysis technique used was path analysis. The result indicated that job rotation, competency, and work discipline affected employee's performances.*

*Keywords: Job rotation, competency, work discipline, performance*

**ROTASI JABATAN, KOMPETENSI, DAN DISIPLIN KERJA SEBAGAI  
DETERMINAN KINERJA PEGAWAI  
(Survey pada SATPAS di Jajaran Polda Jawa Barat Se-Priangan Timur)**

**ABSTRAK**

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Keberhasilan suatu organisasi dalam mencapai tujuannya ditentukan oleh kinerja anggota. Oleh sebab itu, penelitian ini mengkaji peran rotasi jabatan, kompetensi, dan disiplin pada kinerja pegawai. Tujuan penelitian ini adalah untuk mengetahui pengaruh rotasi jabatan, kompetensi, dan disiplin kerja terhadap kinerja pegawai. Metode penelitian yang digunakan adalah metode survey dengan pendekatan kuantitatif. Sampel penelitian sebesar 81 responden, yaitu pegawai di Lingkungan SATPAS SIM di Jajaran Polda Jawa Barat se-Priangan Timur. Teknik analisis data yang digunakan adalah teknik analisis jalur. Hasil penelitian menunjukkan bahwa rotasi jabatan, kompetensi, dan disiplin kerja memengaruhi kinerja pegawai di Lingkungan SATPAS SIM di Jajaran Polda Jawa Barat se-Priangan Timur.

Kata kunci : Rotasi jabatan, kompetensi, disiplin kerja, dan kinerja