

ABSTRACT

THE EFFECT OF JOB ROTATION, WORK DISCIPLINE, AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE

(A Survey on Generation Z Civil Servants in the Regional Government of Tasikmalaya Regency)

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This study aims to examine job rotation, work discipline, organizational culture, work motivation, and employee performance; the effect of job rotation, work discipline, and organizational culture on work motivation; the effect of job rotation, work discipline, and organizational culture on employee performance; the effect of work motivation on employee performance; and the role of work motivation in mediating the relationship between job rotation, work discipline, and organizational culture on employee performance among Generation Z civil servants in the Regional Government of Tasikmalaya Regency. This research employs a quantitative approach with a descriptive method. The sample consists of 209 respondents who were Generation Z civil servants. Primary data were collected through questionnaires and analyzed using the Partial Least Square – Structural Equation Model (PLS-SEM) technique. The results show that: descriptively, job rotation, work discipline, organizational culture, work motivation, and employee performance were in the good to very good category; work discipline and organizational culture have a positive and significant effect on work motivation, while job rotation has no significant effect; work discipline and organizational culture have a positive and significant effect on employee performance, while job rotation has no significant effect; work motivation has a positive and significant effect on employee performance; work motivation mediates the effect of work discipline and organizational culture on employee performance but does not mediate the effect of job rotation on employee performance.

Keywords: Job Rotation, Work Discipline, Organizational Culture, Work Motivation, Employee Performance.

ABSTRAK

PENGARUH ROTASI JABATAN, DISIPLIN KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DENGAN MOTIVASI KERJA SEBAGAI VARIABEL MEDIASI
(Survey pada Pegawai Negeri Sipil Generasi Z di Lingkungan Pemerintah Daerah Kabupaten Tasikmalaya)

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Penelitian ini bertujuan untuk mengetahui: kondisi rotasi jabatan, disiplin kerja, budaya organisasi, motivasi kerja, dan kinerja pegawai; pengaruh rotasi jabatan, disiplin kerja, dan budaya organisasi terhadap motivasi kerja; pengaruh rotasi jabatan, disiplin kerja, dan budaya organisasi terhadap kinerja pegawai; pengaruh motivasi kerja terhadap kinerja pegawai; serta peran motivasi kerja dalam memediasi hubungan antara rotasi jabatan, disiplin kerja, dan budaya organisasi terhadap kinerja pegawai pada Pegawai Negeri Sipil Generasi Z di Lingkungan Pemerintah Daerah Kabupaten Tasikmalaya. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif. Sampel penelitian berjumlah 209 responden yang merupakan Pegawai Negeri Sipil Generasi Z. Data yang digunakan adalah data primer yang dikumpulkan melalui kuesioner, kemudian dianalisis menggunakan teknik *Partial Least Square – Structural Equation Model* (PLS-SEM). Hasil penelitian menunjukkan bahwa: secara deskriptif, rotasi jabatan, disiplin kerja, budaya organisasi, motivasi kerja, dan kinerja pegawai berada pada kategori baik hingga sangat baik; disiplin kerja dan budaya organisasi berpengaruh positif dan signifikan terhadap motivasi kerja, sedangkan rotasi jabatan tidak berpengaruh signifikan; disiplin kerja dan budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, sedangkan rotasi jabatan tidak berpengaruh signifikan; motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai; motivasi kerja mampu memediasi pengaruh disiplin kerja dan budaya organisasi terhadap kinerja pegawai, namun tidak mampu memediasi pengaruh rotasi jabatan terhadap kinerja pegawai.

Kata kunci: Rotasi Jabatan, Disiplin Kerja, Budaya Organisasi, Motivasi Kerja, Kinerja Pegawai.