

ABSTRACT

This research is motivated by the problem of employee performance of PT Pegadaian X Kanwil Bandung which has not reached the target during the period 2019 to 2021. This is due to job rotation at PT Pegadaian X Kanwil Bandung. PT Pegadaian X Kanwil Bandung perform job rotation every two years rotation applies to all employess. The aim of PT Pegadaian x Kanwil Bandung to do job rotation is avoid fraud. Employee performance can effect the company performance because employee performance is a determining factor for company success. The purpose of this study was conducted to be able to determine significant the effect of job rotation on employee performance at PT Pegadaian X Kanwil Bandung and to determine the magnitude of job rotation variables(X) to employee performance variables(Y) at the PT Pegadaian X Kanwil Bandung.

The method used in this study is a quantitative methods with descriptive and causal. Sampling in this study used a non-probability sampling method and the type of sample used was satured sample, with total of 65 respondents. In this research, the data analysis techniques used are descriptive analysis and simple linear regression analysis.

The result of descriptive analysis show that all variables have percentage that is in high category. The result showed that job rotation has a positive and significant effect on employee performance at PT Pegadaian X Kanwil Bandung. The meaasurement result show that job rotation has an influence the performance of employee of PT Pegadaian X Kanwil Bandung by 48,1%.

Key Words: *Job Rotation, Employee Performance*