

## ABSTRACT

Job Rotation is the movement of workers from one job to another in one work unit in a company; job rotation is one of the human resource development systems. The purpose of this study was to determine the Job Rotation of PT. Angkasa Pura I Persero Main Branch Office I Gusti Ngurah Rai-Bali Airport and know the dominant factors Job Rotation of employees of PT. Angkasa Pura I Persero Main Branch Office I Gusti Ngurah Rai Airport-Bali.

Job Rotation Factors: ability (Affendi, 2016), Merit System (Sedarmayanti, 2017) Spoil System (Hasibuan, 2016), Seniority System (Hasibuan, 2016), Knowledge (Warsi, 2014), Employee saturation (Affendi, 2016).

This research method is quantitative research with descriptive research and factor analysis. Respondents were 100 employees at PT. Angkasa Pura I (Persero) Main Branch Office I Gusti Ngurah Rai Airport, Bali.

The results showed that the level of Job Rotation in employees at PT. Angkasa Pura I (Persero) Main Branch Office I Gusti Ngurah Rai Airport, Bali by 60% so it can be concluded that the level of Job Rotation of PT. Angkasa Pura I (Persero) Main Branch Office I Gusti Ngurah Rai Airport, Bali in the Fair category. This research resulted in two new factors namely managerial needs and self-limitations.

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Keywords: Factor Analysis, Job Rotation, Spoil System, Seniority System