

**PENGARUH ROTASI PEKERJAAN TERHADAP KINERJA KARYAWAN
MELALUI KEPUASAN KERJA DAN VARIASI KETERAMPILAN KERJA PADA
KARYAWAN CGV CINEMAS HARTONO MALL YOGYAKARTA**

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Abstract

This study discusses job rotation on employee job performance through job satisfaction and skill variations in the CGV Cinemas Hartono Mall Yogyakarta employees. Data was taken using a questionnaire method with the number of respondents 35 people working at CGV Cinemas Hartono Mall Yogyakarta. Primary data collection is collect by questionnaires arranged using a Likert Scale and then compiled using path analysis to find the intervening variable. The results showed that job rotation had a significant effect on the job performance of CGV Cinemas Hartono Mall Yogyakarta employees. Based on the path analysis, job rotation has a positive and significant relationship with employee job performance, job rotation also has a significant positive relationship to job satisfaction, job rotation has a significant positive relationship to skill variation, there is a positive influence when job satisfaction mediates the relationship between job rotation with employee performance. The results of the study also show that job rotation has a positive effect on employee job performance through the role of skill variation. That showed there are 2 intervening variables, namely job satisfaction and skill variations that affect job rotation on employee performance. Furthermore, job rotation variables have a positive and significant relationship with employee performance. This means an increase in job rotation, giving effect to improving employee performance at CGV Cinemas Hartono Mall Yogyakarta.

Kata Kunci : *Job Rotation, Job Satisfaction, Skill Variation, Job Performance.*