

ABSTRACT

This study aims to examine the influence of job rotation and competence on employee performance, with motivation as a mediating variable, among civil servant educational staff at UPN “Veteran” Yogyakarta. Using a quantitative approach with an explanatory research design and a saturated sampling technique involving 83 respondents, data were collected through an online questionnaire and analysed using Structural Equation Modelling–Partial Least Squares (SEM-PLS) with SmartPLS 4.1. The results indicate that job rotation and competence have a positive and significant effect on employee performance, and motivation partially mediates the relationship between job rotation, competence, and performance. These findings suggest that enhancing competence and implementing job rotation objectively, systematically, and in accordance with employees’ abilities can increase motivation and lead to improved performance, while also highlighting the importance of continuous training and regular developmental programmes to strengthen employees’ understanding of their duties and responsibilities as civil servants.

Keywords: job rotation, competence, motivation, employee performance, SEM-PLS

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh rotasi kerja dan kompetensi terhadap kinerja pegawai dengan motivasi sebagai variabel mediasi pada tenaga kependidikan PNS UPN “Veteran” Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan desain explanatory research dan teknik sampling jenuh dengan jumlah responden sebanyak 83 pegawai. Data dikumpulkan melalui kuesioner online dan dianalisis menggunakan Structural Equation Modeling–Partial Least Squares (SEM-PLS) dengan software SmartPLS 4.1. Hasil penelitian menunjukkan bahwa rotasi kerja dan kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai, serta motivasi secara parsial memediasi hubungan antara rotasi kerja dan kompetensi terhadap kinerja. Temuan ini menegaskan bahwa peningkatan kompetensi dan penerapan rotasi kerja yang objektif, terencana, dan sesuai kemampuan pegawai dapat meningkatkan motivasi kerja dan menghasilkan kinerja yang optimal, sekaligus menekankan pentingnya pelatihan berkelanjutan serta pembinaan rutin dalam memperkuat pemahaman pegawai terhadap tugas dan tanggung jawab mereka sebagai PNS.

Kata kunci: rotasi kerja, kompetensi, motivasi, kinerja pegawai, SEM-PLS