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A STUDY ON EMPLOYEES' PERCEPTION TOWARDS
JOB ROTATION SATISFACTION

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ABSTRACT

Job rotation is one of the processes or program in Training and Development in Human resource in any organization. There are many benefits or advantage of job rotation that done by the organization. In fact, there are many researches that done to know the effectiveness of job rotation in an organization and mostly the job rotation give positive impact to their organization and will lead to their employees to perform well in their task and directly the employees can gain the new experience and create multi skill of the employees. Besides that, with job rotation the employees will educate on how to think creative and think out of the box. However, most of the employees think that job rotation burden to them because they might fell unsecure in terms of job rotation where they will not perform well after they have been rotated by the organization. In addition, they employees also feel stress with job rotation because of different task that they have to finish or perform. Therefore, I interested to do this research on the employees' perception towards job rotation satisfaction.

DECLARATION

I hereby declare that the work contained in this research proposal is my own except those which have been duly identified and acknowledge.

Signed



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CHAPTER 1

INTRODUCTION

1.1 Introduction

Job rotation, sometimes called cross training, is one of the many forms of on-the-job training and a formal effort at executive development (Zeira, 1974; Beatty, Schneier and McEvoy, 1987)

Job rotation is the systematic movement of employees from job to job within an organization, as a way to achieve many different human resources objectives which is for simply staffing jobs, for orienting new employees, for preventing job boredom, and, finally, for training employees and enhancing their career development.

Job rotation is often used by employers who place employees on a certain career path or track, usually for a management position, where they are expected to perform a variety of duties, and have a variety of skills and competencies.

There are many reasons for implementing a job rotation system, including the potential for increased flexibility in production, increased employee satisfaction. However, establishing a rotation system that properly determines job rotations and monitors their safe use is not a simple task. There are many issues to consider and no official protocol or methodology to call upon. The successful implementation of a program requires teamwork from all parts of the organization, including management, union, medical providers, and especially the employees themselves.

When implementing job rotation, the quality of an individual's work experience should be focused on, instead of quantity. Organizations should arrange the next rotation plan according to each employee's learning capability and adjustment time.