

# THE INFLUENCE OF JOB ROTATION, WORK ENVIRONMENT, AND JOB STRESS ON THE PERFORMANCE OF EAST JAKARTA ADMINISTRATIVE SATPOL PP

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## Abstract

This study aims to analyze how much influence the work rotation, physical work environment and work stress on performance. This Study used primary data by distributing questionnaires of 92 respondents and the respondents are SATPOL PP in the administration city of east Jakarta. Data were analyzed using Multiple Linear Regression Correlation analysis. The results showed a positive and significant effect on performance, which is shown in the Coefficients table in the regression equation model  $Y = 6.373 + 0.197 + 0.390 + 0.126$ . The feasibility test results of the model shown with a significance value of 0,000 shown in the ANOVA table which means that the model in this study is feasible based on the significance value obtained. And the conclusion of the hypothesis by t-test partially obtained the significance value on the variable work rotation by 0.038, then on the physical work environment variable at 0,000, and the significance on the brand image variable at 0.049. Then it is concluded that the three independent variables partially have a significant influence on the dependent variable. In order for the management of related agencies to pay more attention to the work environment that has the greatest contribution value and to be better at managing work rotation policies and procedures as well as maintaining work stress conditions to its members so that employees are more motivated to provide the best performance, which will have an impact on achieving common goals.

Keywords: Work Rotation, Work Environment, Work Stress and Performance.

## INTRODUCTION

In the history of local government, the existence of the Civil Service Police Unit has always existed and has not changed. Since the enactment of Law No. 5 of 1974 concerning the Principles of Regional Government, then replaced by Law No. 22 of 1999 concerning Regional Government and subsequently replaced by Law No. 32 of 2004 concerning Regional Government, there has always been an article regulating the existence of the Civil Service Police Unit. the existence of the Civil Service Police Unit has not changed, and is always needed in the administration of local government

This is in accordance with the strategic role of the Civil Service Police Unit in the administration of local government, as stated in Article 148 of Law Number 32 of 2004 concerning Regional Government which states that "To assist the Regional Head in enforcing Regional Regulations and maintaining public order and public peace, a Civil Service Police Unit was formed"

**How to cite:** Dewi Ambarsari, Herry Krisnandi, Kumba Digdowiseiso. (2024) The Influence Of Job Rotation, Work Environment, And Job Stress On The Performance Of East Jakarta Administrative Satpol Pp, (5) 1. Doi:

**E-ISSN:** [2721-5202](https://doi.org/10.24127/jsss.v5i1.2721-5202)

**Published by:** CV. Syntax Corporation Indonesia

Job rotation is a condition where the employee experiences changes in their job description. Rotation will cause concern if the allocation of work is not outlined why an employee can be rotated and make the person concerned work not according to his passion. Also, rotation can be useless if there is no effect on the development of the quality of human and career resources of the employee. This comfort will certainly have an impact on improving employee performance. Conversely, the discomfort of the work environment experienced by employees can be fatal and cause work stress and reduce the performance of the employees themselves (Susilaningih, 2013). One of them is a factor in the low performance of employees at the East Jakarta City Administration SATPOL PP office, allegedly not good.

This research aims to evaluate and analyze the extent of the positive and significant influence of work rotation on the performance of East Jakarta Administrative City SATPOL PP. Apart from that, this research also aims to assess and analyze the extent of the positive and significant influence of the work environment on the performance of SATPOL PP in the same area. Furthermore, the aim of this research is to find out and analyze how big a positive and significant impact the level of work stress has on the performance of the East Jakarta Administrative City Satpol PP. Thus, this research comprehensively aims to investigate the factors that influence the performance of SATPOL PP, including work rotation, work environment, and work stress levels in the Administrative City of East Jakarta.

## **RESEARCH METHOD**

### **Object of Research**

The research focuses on exploring the impact of work rotation, work environment, and work stress on employee performance within the context of SATPOL PP in the East Jakarta Administration City. Work rotation, defined as the movement of employees between different tasks to alleviate boredom and routine, will be assessed based on indicators such as employee ability, knowledge, and work saturation. Work environment, encompassing conditions around the workplace, will be evaluated through indicators including technology, environmental support, co-worker relationships, and relationships with colleagues. Work stress, involving situations causing stress, conflict, fatigue, and tension, will be examined at individual, group, organizational, and extra organizational levels. The ultimate measure of the study is employee performance, gauged by factors like loyalty, creativity, honesty, and responsibility. By delving into these dimensions, the research aims to provide a comprehensive understanding of how these factors collectively influence the performance of SATPOL PP officers in the East Jakarta Administration City.

## **RESULTS AND DISCUSSION**

### **Validity Test**

#### ***Job Rotation***

The Job Rotation data validity test from SPSS 20.00 obtained the following results:

**Table 1. Results of Instrument Validity Variable Work Rotation (RK)**

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Questioner 1	8.70	1.445	.688	.757
Questioner 2	8.66	1.501	.772	.672
Questioner 3	8.64	1.705	.599	.840

Sumber : Data Output SPSS Item-Total

Statistic. Diolah 2019

From the output of the Validity Test, the largest coefficient value of the Job Rotation Instrument (X1) is found in the second questionnaire, which is 0.772 and the smallest value is found in the third statement, which is 0.599.

**Work Environment**

The Work Environment data validity test from SPSS 20.00 obtained the following results:

**Table 2. Results of Instrument Validity Variable Work Environment**

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Questioner 1	13.14	1.947	.478	.670
Questioner 2	13.13	2.159	.460	.676
Questioner 3	13.15	1.889	.628	.574
Questioner 4	13.27	2.200	.452	.680

Sumber : Data Output SPSS Item-Total Statistic. Diolah 2019

**Work Stress**

Test the validity of Work Stress data from SPSS 20.00 obtained the following results:

**Table 3. Test Results of Validity of Work Stress (SK) Variables**

<b>Item-Total Statistics</b>				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Questioner 1	12.84	3.501	.685	.729
Questioner 2	12.80	3.610	.569	.788
Questioner 3	12.63	3.774	.626	.759
Questioner 4	12.79	3.638	.622	.760

Employee Performance  
 The Validity Test of Employee Performance data from SPSS 20.00 obtained the following results:

**Table 4. Results of the Validity Test of Employee Performance Instruments (KP)**

<b>Item-Total Statistics</b>				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Questioner 1	13.36	1.683	.572	.677
Questioner 2	13.43	1.699	.547	.689
Questioner 3	13.51	1.571	.597	.660
Questioner 4	13.50	1.681	.468	.736

**Multiple Linear Regression Test**

Based on the calculation results using the help of the SPSS 20 program as in table 3, the multiple linear regression equation is obtained as follows:

$$Kp = 6.373 + 0.197 RK + 0.390 LK + 0.126 SK$$

Regression model  $Kp = 6.373 + 0.197 RK + 0.390 LK + 0.126 SK$  illustrates that the independent variables (independent) of work rotation (RK), work environment (LK), and work stress (SK) in the regression model can be stated if one independent variable changes by 1 (one) and another is constant, then the change in the dependent variable

(dependent) of employee performance (KP) is equal to the value of the coefficient ( $\beta$ ) of the value of the independent variable.

### **Classical Assumption Test**

The test sees whether or not the regression model is used to predict the dependent variable based on the input of the independent variable, then the regression model must be free from several assumptions, including:

*Normality Test:* One Sample Kolmogorov–Smirnov Test, or Normality Test is used to determine the distribution of the population, whether it follows the distribution theoretically (normal, poisson, or uniform).

### **Multicollinearity Test**

The multicollinearity test is used to determine whether the correlation between one independent variable and another. The results of multicollinearity can be seen from the magnitude of Tolerance Value and Variance Inflation Factor (VIF). Based on the results in table 15 can be seen in the output coefficient model, it is said that there are no symptoms of multicholinerarity if the VIF value  $< 10$ . The calculation results in VIF values for job rotation (RK), work environment (LK), and work stress (SK) below 10, so it can be concluded that there are no symptoms of multicholinerarity in the regression model.

Based on the formulation criteria that have been described in the research method, the results of the autocorrelation test. The DW score is 1,870. Then the DW value lies in DU and  $(4 - DU)$ ,  $= 1.728 < 1.870 < 2.272$ . This study is stated either because it is not present or in the area of Autocorrelation in the model.

### **Heteroscedasticity Test**

Based on the results above, it is interpreted that the correlation between the variable of work rotation with Unstandardized Residual gives a signification number of more than 0.05, which is 0.590, then the correlation between the work environment and Unstandardized Residual significance value is also more than 0.5, namely at the level of 0.308 and the correlation between work stress variables and Unstandardized Residuals. The result of the signification figure is also more than 0.05, which is 0.592. From the description of the results above, it can be said that there is no heterokedasticity problem.

### **Test F**

In the table below, you can see the F test to test all variables independent of the influence of work rotation (RK), work environment (LK), and work stress (SK) that will affect employee performance variables (KP). The results of regression analysis using SPSS 21 were obtained with a significant level of  $p\text{-value} = 0.000 < 0.05$ , it can be concluded that  $H_0$  is rejected or  $H_a$  is accepted which means that work rotation (RK), work environment (LK) together have a significant effect on employee performance (KP). Thus, job rotation, work environment, and work stress have a significant effect on employees of SATPOL PP East Jakarta City Administration.

### **Coefficient of Determination R2**

The coefficient of determination to analyze how strong the relationship and influence of variables in this study are shown in the table below:

**Table.5. Coefficient of Determination R2**

<b>Model Summaryb</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.732a	.536	.520	1.143

a. Predictors: (Constant), Work Stress, Work Rotation, Work Environment

b. Dependent Variable: Performance

The result in the Model Summary R table is 0.732 which means that the relationship between variables is quite strong because it is slightly closer to the number 1. In the R-Square column, the value of 0.536 means that the influence on employee performance is influenced by the variables studied in this study, namely job rotation, work environment and work stress by 53.6%, while the remaining 46.4% is influenced by factors in other variables that are not studied in this study, because there are many variables that influence performance.

### The Devil (t)

This test is used to determine the significance of the effect of the independent variable partially or individually on the dependent variable. This influence can be seen from the significance value obtained. To find out whether job rotation (RK), work environment (LK) and work stress (SK) have a significant effect on employee performance (KP). The findings extracted from the table analysis lead to the following hypotheses elaboration in this study. Firstly, in testing the variable coefficient of work rotation (RK), the Coefficients table reveals a significant value of 0.038, where 0.038 is less than 0.05. This evidence substantiates the hypothesis, indicating that job rotation significantly influences the performance of SATPOL PP in the East Jakarta City Administration.

Secondly, in the assessment of the Working Environment variable coefficient (LK), the Coefficients table shows a significant value of 0.000, with 0.000 being less than 0.05. Thus, the hypothesis is confirmed, signifying that the work environment significantly and positively impacts the performance of SATPOL PP in the East Jakarta City Administration. Thirdly, in the partial examination of the work stress variable coefficient (SK), the Coefficients table presents a significant value of 0.049, where 0.049 is less than 0.05. Consequently, the study affirms that work stress also significantly affects the performance of SATPOL PP in the East Jakarta City Administration. These results contribute valuable insights into the individual impacts of job rotation, work environment, and work stress on the overall performance of SATPOL PP officers in the administrative context of East Jakarta.

**There are positive and significant influences Job Rotation on SATPOL PP Performance East Jakarta Administration City.**

Based on the results of hypothesis testing in this research analysis, it was found that the value was significantly smaller than the probability limit of the error rate used, which was 5% =  $(0.038 < 0.05)$  which means that the job rotation variable has a positive and significant effect on performance. This positive influence means that if the policy of rotating employees is carried out properly and adjusts the situation in the East Jakarta City Administration SATPOL PP work environment, it is possible that there will be greater opportunities to improve their performance.

The findings of this study are reinforced in the similarity of Kinicki & Kreitner's theory (2010: 205) stating that job rotation is a job transfer from a special job to another special job. The results of this study also corroborate the results of research conducted by Sutrisna (2018). With the results of his research that job rotation has a positive and significant effect on Performance

### **There are positive and significant influences Work Environment on Employee Performance SATPOL PP East Jakarta Administration City.**

Based on the results of hypothesis testing in the analysis, a significance level  $(0.000 < 0.05)$  was found, which means that the Work Environment has a positive and significant effect on performance. This influence means that a good, safe and comfortable work environment will directly affect the employees of SATPOL PP East Jakarta Administration City to improve their performance.

The findings of this study have similarities in Sugiyarti's theory (2012: 75) that the work environment is everything that is around employees and can affect employees in carrying out the tasks charged. The results of this study also corroborate the results of research conducted by Saifudin (2017). With the results of his research that the work environment has a positive and significant effect on performance.

### **There is a positive and significant influence of stress Work on the Performance of SATPOL PP Kota East Jakarta Administration.**

Based on the results of hypothesis testing in the analysis, a significant value was shown  $(0.049 < 0.05)$  which means that work stress has a positive and significant effect on performance. This positive influence is that if agency management pays attention to things that can create stress on employees such as the workload given to members according to their abilities and capacities, then the chances of SATPOL PP East Jakarta City Administration employees in improving their performance are likely to be better.

The results of this study have similarities in the theory of Rivai and Ella (2009: 1008) that stress as a term that includes pressure, burden, conflict, fatigue, tension, panic, feelings of rumbling, moodiness, and loss of power, stress is also a condition of tension that creates physical and psychological imbalances, which affect emotions, thinking processes, and the condition of an employee. The results of this study also corroborate the results of research conducted by Yoanisa (2013). With the results of his research that work stress has a significant effect on performance.

## **CONCLUSION**

Based on the results of research on the performance of East Jakarta Administrative City SATPOL PP, it can be concluded that the variables studied have a positive and significant influence on the performance of SATPOL PP in the work environment. First, job rotation (RK) has a significant positive influence on the

performance of SATPOL PP, indicating that implementing appropriate employee rotation policies can improve their performance. This finding is in line with the theory of Kinicki & Kreitner (2010:205) and the results of previous research by Sutrisna (2018). Second, the work environment (LK) also has a positive and significant influence on the performance of SATPOL PP, confirming that a good, safe and comfortable work environment can contribute greatly to improving employee performance. These findings support Sugiyarti's (2012:75) theory and Saifudin's (2017) research results. Third, work stress (SK) has a positive and significant influence on the performance of SATPOL PP, indicating that agency management needs to pay attention to factors that can cause stress in employees to improve their performance. These results are consistent with the theory of Rivai and Ella (2009: 1008) and previous research by Yoanisa (2013). The final conclusion of this research is that work rotation, work environment, and work stress together have a positive and significant effect on the performance of SATPOL PP in the work environment of the East Jakarta Administrative City.

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Journal of Social Science

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