

**PENGARUH ROTASI KERJA DAN EMPLOYEE ENGAGEMENT
TERHADAP KINERJAKARYAWAN STUDI PADA KOPERASI SIMPAN
PINJAM MITRA RAYA WILAYAH KAB.JOMBANG**

ABSTRAK

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Penelitian ini bertujuan untuk menganalisis dan menjelaskan pengaruh rotasi kerja dan employee engagement terhadap kinerja karyawan pada koperasi simpan pinjam mitra raya kab. Jombang. Jenis penelitian ini menggunakan penelitian verifikatif dengan menggunakan pendekatan kuantitatif. Jumlah sampel yang ditetapkan sebanyak 40 responden dengan metode *sample jenuh*. Analisis yang digunakan meliputi uji validitas, uji realibilitas, analisis deskriptif, analisis inferensial, uji asumsi klasik, dan regresi linier berganda dengan menggunakan alat bantu SPSS (Statistical Product and Service Solution). Hasil penelitian menunjukkan bahwa variabel rotasi kerja tidak berpengaruh terhadap kinerja karyawan dan variabel employee engagement tidak berpengaruh terhadap kinerja karyawan. Dengan demikian dapat disimpulkan bahwa rotasi kerja dan employee engagement tidak berpengaruh terhadap kinerja karyawan.

Kata kunci : Rotasi Kerja kerja, Employee Engagement dan kinerja karyawan

**THE EFFECT OF JOB ROTATION AND EMPLOYEE ENGAGEMENT
ON EMPLOYEE PERFORMANCE STUDY ON SAVING AND LOAN
COOPERATIVE MITRA RAYA JOMBANG DISTRICT**

ABSTRACT

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This study aims to analyze and explain the effect of work rotation and employee engagement on employee performance in savings and loan cooperatives Mitra Raya Kab. Jombang. This type of research uses verification research using a quantitative approach. The number of samples determined as many as 40 respondents with a saturated sample method. The analysis used includes validity test, reliability test, descriptive analysis, inferential analysis, classical assumption test, and multiple linear regression using SPSS (Statistical Product and Service Solution) tools. The results showed that the job rotation variable had no effect on employee performance and the employee engagement variable had no effect on employee performance. Thus, it can be concluded that job rotation and employee engagement had no effect on employee performance.

Keywords: Job rotation, Employee Engagement and employee performance