

## ABSTRACT

**Title** : **INFLUENCE OF JOB ROTATION AND REWARD TO WORK PERFORMANCE at PT. Bank Tabungan Negara Cabang Semarang)**  
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Work performance is something to do or product and service that produce by someone or groups of people. Work performance has an important meaning for corporate or employees. Job rotation of employee and reward that given for the employee are influence the factors to increased the work performance. Job rotation means change with another people in the same or different job. Reward is some money that given to the workers for his work. Work performance at the workers of PT. Bank Tabungan Negara Cabang Semarang is influenced by the two variable that has been explain before. Doing this research is to have known about the influence of job rotation and reward to working performance of PT. Bank Tabungan Negara Cabang Semarang.

The type of this research is explanatory, which mean that research explain the relationship between job rotation and reward to work performance. 136 employees are used in this research. Slovin is used to get the 101 sample. The technique of collecting data uses a questioner which is given to 101 correspondent and uses technique of taking sample of disproportionate stratified random sampling. The data analysis with qualitative and quantitative uses validitas experiment, realibilitas experiment, determinacy coefficient, double linear regrecy, t and F test by uses SPSS program.

The conclusion of this research is from the result of determinacy coefficient between job rotation and work performance have a significant influence that is 28 percent. From the experiment with t test, we can get calculate t rate as  $6,325 > t$  table 1,9842, it means that *ho is refused*. So that there s a significant influence between job rotation and work performance performance. We can conclude that from the result of determinacy coefficient, between insentive and work performance we can find a significant influence in amount of 3,51 percent. We can get calculate t rate  $7,420 > t$  table 1,9842 from the result of t test, it means that *ho is refused*, so that there is a significant influence between reward and work performance. Job rotation and reward have a significant influence. The statement is based on the result of experiment with account F test which is obtained from account F rate  $31,164 > F$  table 3,94, it means that *ho is refused*.

From the result of this experiment, we may have some suggestion for the company to improve the quality of job rotation criteria, to re- evaluate reward policy for employees and to re- evaluate the criteria of work reward value.

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