

ABSTRACT

THE IMPACT OF JOB TRANSFERS AND PROMOTIONS ON THE PERFORMANCE OF THE REGIONAL OFFICE OF CIVIL SERVICE AND HUMAN RESOURCE DEVELOPMENT OF BANDAR LAMPUNG CITY

By:

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This study aims to examine the impact of job rotation (*mutasi*) and promotion on the performance of the Regional Personnel and Human Resources Development Agency (BKPSDM) of Bandar Lampung City. The research is quantitative in nature with a causal approach. The sampling technique used in this study is nonprobability sampling, which means that not every member of the population has an equal chance of being selected as a sample. The method applied is saturated sampling, where all members of the population are used as the sample. The analysis results indicate that job rotation has a positive impact on improving employee performance at BKPSDM Bandar Lampung City. Promotion also significantly influences the enhancement of employee motivation and performance. Additionally, both job rotation and promotion together have a significant impact on the improvement of organizational performance at BKPSDM Bandar Lampung City.

Keywords: *Impact of Job Transfers, Promotions, & Performance*