



## A comprehensive study on enhancing employee efficiency and job satisfaction through strategic job rotation practices

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### Abstract

This study examines the main issues that workers encounter at place of employment and assesses shift work as a tactic to improve staff satisfaction and the effectiveness of the organization. A standardized questionnaire was used to gather data, which was then tallied and examined using bar charts to reveal employee attitudes and current problems. Major issues such as unfair assignment of duties, overload of work, numerous team errors, an effective unionist mindset, and little prospects for advancement were identified by the investigation. Additionally, workers expressed the need for more assistance in times of crisis, indicating a lack of flexibility in sharing duties and position interchangeability. The research concludes that employing work rotation can successfully address these issues in light of the results reported. Employee exposure to a variety of tasks, equitable workload allocation, decreased boredom, and improved collaboration are all benefits of job rotation. Additionally, it helps staff members gain a comprehensive understanding of organizational operations, enhancing their capacity to do several tasks when necessary. This strategy promotes growth in abilities, fosters career advancement, and lessens reliance on particular people. Overall, the study shows that job rotation can produce a workforce that is more flexible, driven, and productive, which will ultimately lead to increased organizational performance and a happier workplace.

**Keywords:** Job rotation, employee satisfaction, workload management, organizational efficiency, skill development, workplace challenges

### Introduction

Employee happiness and operational effectiveness are critical factors in evaluating performance in general and long-term viability in every technological firm. Employers encounter a variety of issues with job distribution, workload distribution, collaborative work, and employee motivation as workplaces become more dynamic and demanding. Problems including inadequate distribution of duties, labour stress, frequent collaborative mistakes, and few professional development chances are common in numerous companies [1]. These difficulties have an impact on workers' dedication, happiness, and overall fulfillment with work in addition to production. Companies must implement tactics that support adaptability, skill development, and a more equal workplace in order to successfully address these issues [2]. A particular strategy that is becoming more and more popular is job rotation, which is a methodical approach in which workers are routinely moved between different divisions, responsibilities, or duties. Professionals are exposed to a wider range of organizational duties through job rotation, which also improves their ability to multitask and reduces reliance on specific people for particular tasks [3]. Additionally, it lessens boredom, promotes the development of a diversified expertise group, and enhances staff understanding of the organization's process. When more assistance is needed in an emergency or other unforeseen circumstance, this enhanced knowledge base becomes especially helpful. Additionally, shift work promotes an awareness of mutual accountability, improves teamwork, and lessens workplace disputes, such as organizing and collaborative errors [4]. Motivation and fulfillment among workers automatically rise when duties are distributed fairly and they feel appreciated through learning and development opportunities. Assignment rotation is a method that

businesses can use to increase productivity, pinpoint individual abilities, and guarantee seamless departmental operations. Given these benefits, the present research concentrates on using data analysis to comprehend current workplace issues and assessing job rotation as a workable and significant answer [5]. The investigation demonstrates how planned job shifts can produce an additional flexible, competent, and contented staff, which will eventually contribute to increased performance and superior organizational performance by examining worker views and demands from the organization.

### Literature Review

It is commonly acknowledged that job rotation is a successful tactic for improving workers' abilities, knowledge of the organization, and general performance [6]. Job rotation is the process of moving a person between several positions in order to increase their potential and worth to the company [7]. It is an interim position in a new role that typically depends on company requirements and calls for workers with the necessary abilities [8]. According to the Human Resource Development Council (HRDC), job rotation is a career development strategy that enables workers to shift laterally into temporary or permanent roles in order to increase their comprehension of various organizational procedures [9]. The Oregon State Department of Wildlife and Fishing states that job rotation may have been created with the goal of developing new skills or career enhancement, in which workers use their current skills in different contexts [10]. According to a number of sources, work rotation is an advanced kind of cross-learning that involves longer stretches of leadership as opposed to merely monitoring. It offers exposure to a variety of job tasks, lessens boredom, and improves organizational

understanding. Internal rotation and both internal and external secondments are examples of job rotation, which is seen as a technique for hazard prevention [11]. According to investigators employer learning, employee learning, and motivation are the three primary justifications for introducing job rotation. According to their research, related learning advantages are more strongly supported. Research also highlights its impact on efficiency, growth of skills, and retention in a variety of fields, such as government employees and firefighting [12]. All things considered, shift work turns out to be a useful and adaptable strategy which improves employee competence, flexibility, and satisfaction with work in a variety of business settings.

**Research Methodology**

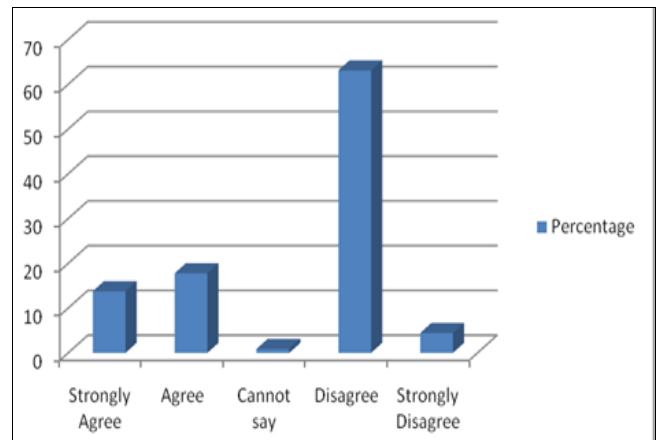
While acknowledging that the technique may change based on the nature of the problem, the research methodology describes the methodical processes taken to scientifically address the research challenge. The investigation uses a research design aimed at determining the causes of stress among HLL Lifecare Ltd. personnel. The convenience sampling method was used for this purpose, and 25% of the workers were chosen to answer the questionnaire. Based on the researcher's convenience, a total sample of 225 employees was selected. Secondary as well as primary sources provided data for the purpose of the research. While additional information was collected from books, magazines, newspapers, and papers from HLL Lifecare Ltd., primary data was directly gained using structured questionnaires given to the chosen personnel. In order to obtain significant interpretations and insights, the data was meticulously vetted and examined using the percentage approach after collection. This method guarantees that the results are methodically arranged and appropriately represent the viewpoints of the participants.

**Analysis and Interpretation**

An essential part of the survey process is data analysis. The process of examining, cleansing, manipulating, and modelling data in order to emphasize relevant details, provide recommendations, and aid in making choices is known as analysis of data. Trends in many variables are found through analysis of data. In several industrial, scientific, and social science fields, data analysis encompasses a wide range of methods and approaches. The purpose of analysis is to comprehend the meaning of the data. Questionnaires were used to conduct interviews with 288 workers of HLL Life Care Ltd. The information gathered was tallied by the researcher and is displayed below. The views of staff members regarding whether they find their work monotonous are gathered and displayed.

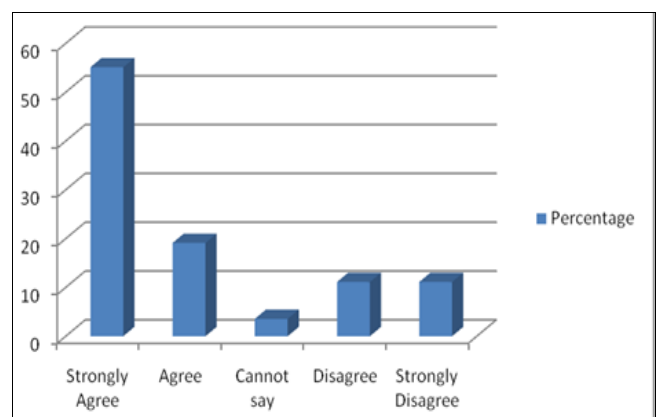
The responses from the participants regarding job monotony are shown in figure1. A large number of 142 respondents, or 63.11% of the 225 employees, disagreed that their work is monotonous, suggesting that most workers do not find their jobs boring or repeated. Furthermore, ten participants (4.44%) strongly disagreed, which lends more credence to the idea that most workers don't see monotony to be a big problem. However, 40 respondents (17.77%) agreed, and 31 respondents (13.77%) strongly agreed that their position felt repetitive, indicating that a sizable portion of workers do encounter recurrence and an absence of variation in their responsibilities. Just two responders (0.88%) said they were

unsure. In general, the findings indicate that although a significant minority of workers may not perceive job repetitiveness, a sizable part do, and this may need to be addressed in order to improve employee engagement and job satisfaction.



**Fig 1: Monotony in Job**

The answers make it apparent what the staff members think of the remark. 124 employees, or 55.11% of the 225 respondents, strongly agreed with the assertion, indicating a high degree of concurrence. The overall good answer was further reinforced by the 43 respondents, or 19.11 percent, who concurred. Eight responders, or 3.55 percent of the respondents expressed uncertainty. In contrast, 25 participants, or 11.11 percent of respondents, disagreed and strongly disagreed, making up a lower percentage of those who disagreed. In general, the information shows that a significant proportion of workers agree with the observation, with just a few percent expressing doubt or disagreement. Figure 2 depicts Overall Knowledge about the Organization.



**Fig 2: Overall Knowledge about the Organization**

The information displays how much the staff members support the assertion. 125 staff members, or 55.55 % of the 225 respondents, agreed with the statement, demonstrating widespread backing. Furthermore, 11.11 %, or 25 respondents strongly agreed. Just six of the participants, or 2.66 percent of the respondents, expressed uncertainty. However, 42 participants, or 18.66 %, strongly disagreed, while 27 of them, or 12 percent, disagreed. While the majority of workers agreed, a sizable percentage disagreed, indicating conflicting views that would need further

attention or explanation from the company. Reducing burden is depicted in Figure 3.

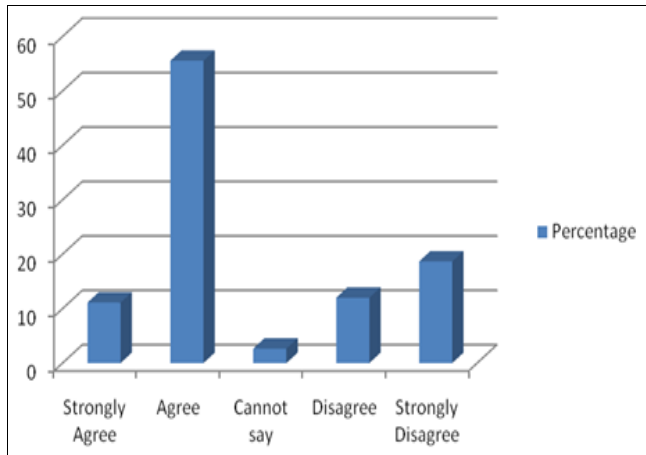


Fig 3: Reducing workload

The opinions of staff members on the statement in question related to Job Enrichment are displayed in the figure 4. 135 staff members, or 60 percent of the 225 respondents, agreed with the statement, indicating significant overall support. The favorable reaction was further supported by the fact that 35 respondents, or 15.55 percent, strongly agreed. Fifteen participants, or 6.66 percent of the respondents, expressed uncertainty. Conversely, 28 people who responded, or 12.44 %, strongly disagreed, while twelve respondents, or 5.33 %, disagreed. Overall, the findings show that the majority of employees agree with the statement, albeit a sizable minority disagree, indicating considerable diversity in employee viewpoints.

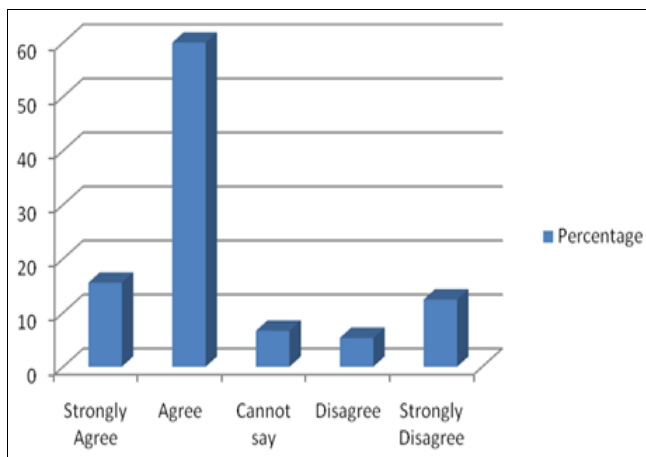


Fig 4: Job Enrichment

The way the organization functioning is seen in Figure 5. 140 staff members, or 62.22 percent of the 225 respondents, agreed with the statement in question, suggesting significant backing. The general agreement was further strengthened by the fact that 26 respondents, or 11.55 percent, strongly agreed. Just fifteen participants, or 6.67 percent of the respondents, expressed uncertainty. However, twenty participants, or 8.88 percent, largely disagreed, and twenty-four participants, or 10.66 percent of them, severely disagreed. On the whole, the results indicate that the majority of workers concur with the statement, however a sizeable percentage have different ideas, indicating a range of viewpoints within the staff.

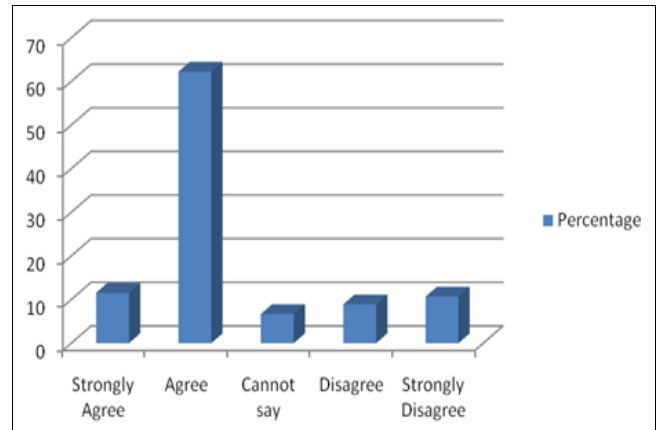


Fig 5: Functioning Of Organization

Figure 6 illustrates the interpersonal abilities of workers. The graph displays how employees view their coworkers' interpersonal abilities. 134 staff members, or 59.55 % of the 225 respondents, thought that interpersonal skills among coworkers are good. In addition, encouragement of positive interpersonal relationships was indicated by the 16 respondents, or 7.11 percent, who strongly agreed. Six respondents overall, or 2.66 percent, expressed uncertainty. Yet, twenty-five individuals, or 11.11 percent of people disagreed, and 44 individuals, or 19.55 percent of them severely disagreed. These numbers demonstrate that although the majority of workers believe their interpersonal abilities are good, a sizable minority have negative opinions, indicating that interpersonal interactions may need to be improved in some sections of the company.

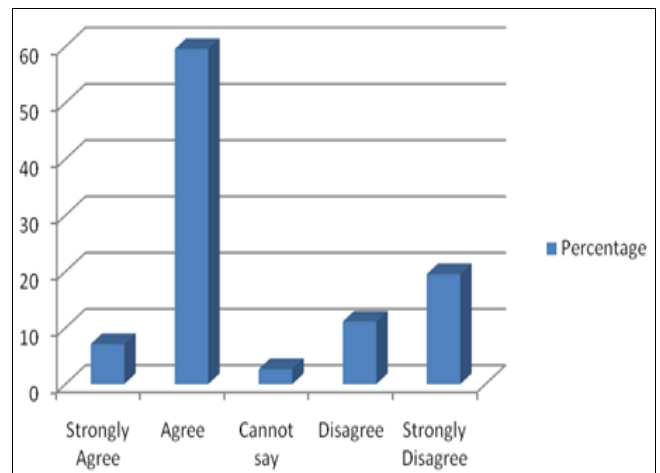
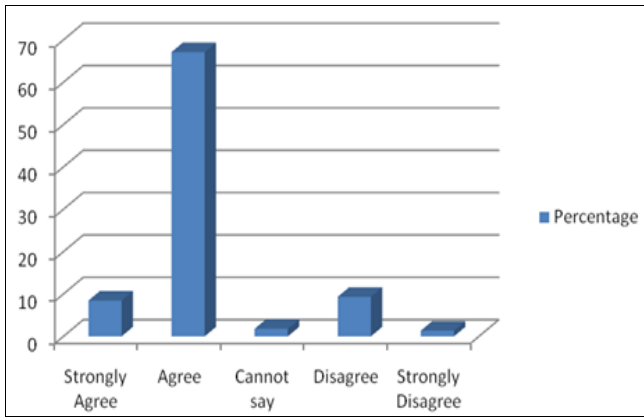


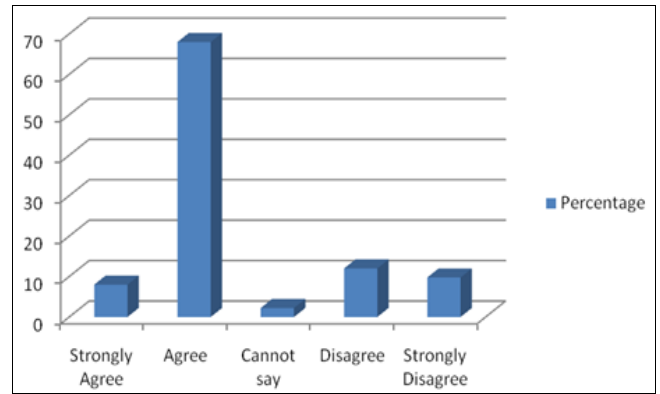
Fig 6: Interpersonal Skill between Employees

Employees' perceptions of cooperation in job performance are displayed in Figure 7. 151 workers, or 67.11 % of the 225 respondents, believed that coordination is maintained effectively in their place of employment. The favorable opinion was further supported by the 19 respondents, or 8.44 percent, who strongly agreed. Just four of the participants, or 1.77 %, expressed uncertainty. However, thirty participants, or 13.33 percent of the participants, were strongly opposed, and twenty-one individuals, or 9.33 percent, disagreed. In general, a significant percentage of workers voiced discontent, suggesting that coordination may need to be improved in some areas, even if the majority of workers believe that coordination is strong within their job duties.



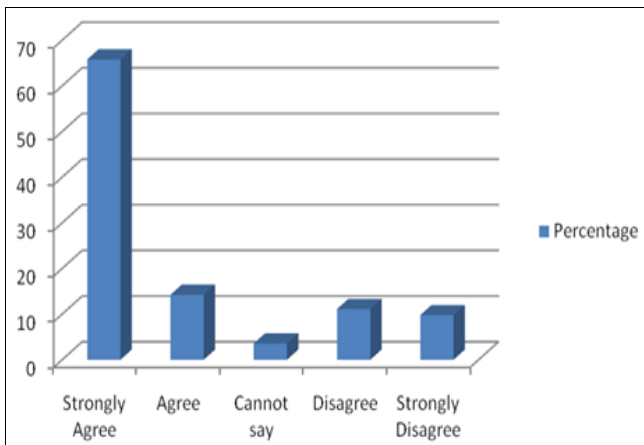
**Fig 7:** Coordination in Performing the Job

The opinions of employees regarding the degree of cooperation among coworkers are depicted in figure 8. 148 employees, or 65.77 % of the 225 respondents, strongly agreed that there has been excellent staff communication. Furthermore, a total of 32 participants, or 14.22 percent of those surveyed agreed, demonstrating a high level of encouragement for cooperation inside the company. Eight respondents, or 3.55 percent of the total, expressed uncertainty. Twenty-two individuals, or 9.77 %, were strongly opposed, while twenty-five respondents, or 11.11 %, disagreed. Despite the fact that the majority of workers think cooperation is strong, the existence of respondents who disagreed indicates that certain aspects may still need to be addressed in order to improve teamwork and cooperation.



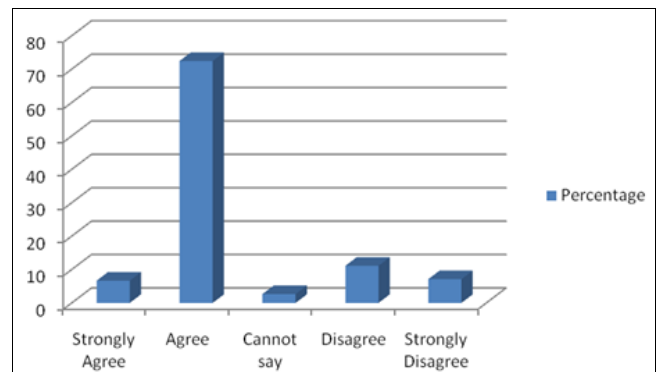
**Fig 9:** Change in Present Job

The opinions of employees regarding the equitable distribution of work among them are shown in Figure 10. 163 employees, or 72.44 percent of the 225 respondents, agreed that jobs are not distributed equitably, demonstrating a substantial view of workload imbalance within the company. This concern was further highlighted by the fact that 15 respondents, or 6.66 percent, strongly agreed. Six people surveyed, or 2.66 percent of the respondent's expressed uncertainty. Conversely, sixteen individuals, or 7.11 %, strongly disapproved and 25 individuals, or 11.11 %, disagreed, indicating that a minority view the distribution of jobs as equitable. Overall, the findings unequivocally demonstrate that the majority of workers believe that job allocation is unequal, pointing to a serious organizational problem that might call for corrective measures.



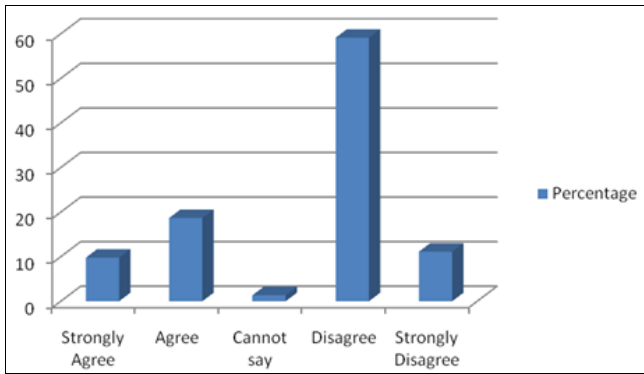
**Fig 8:** Cooperation among Employees

The attitudes of staff members about changing their current position are shown in figure 9. 153 employees, or 68% of the 225 respondents, agreed with the notion of changing their existing job function, demonstrating a significant inclination toward looking for new duties or employment variation. Further demonstrating enthusiasm in change, 18 respondents, or 8% of the sample, strongly agreed. Just five people, or 2.22 percent, expressed uncertainty. However, 22 respondents, or 9.77 %, were strongly opposed with transferring their current employment, while twenty-seven respondents, or 12 percent, disapproved. In general, the findings indicate that while a lesser percentage of workers would rather stay in their current position, the majority are either open to or want to move.



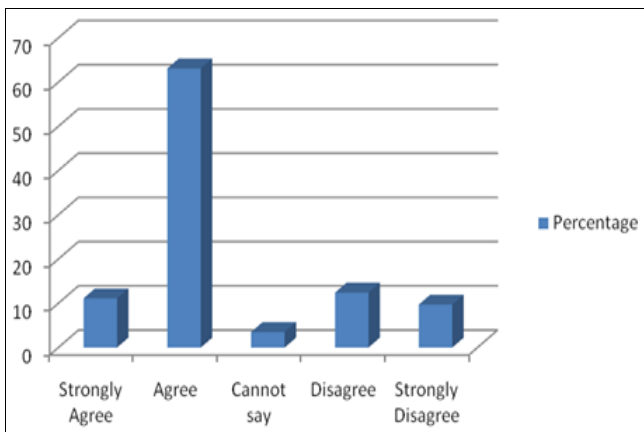
**Fig 10:** No Equal Distribution of Job among Employees

The perspectives of staff members regarding the availability of a replacement to carry out their duties in their absence are shown in Figure 11. 133 workforce members, or 59.11 percent of the 225 respondents, disagreed, suggesting that the majority of workers believe there is no backup or substitute to take over their duties when necessary. This worry is further reinforced by the fact that 25 respondents, or 11.11 percent, strongly disagreed. Only a tiny percentage of workers agreed: twenty-two participants, or 9.77 %, strongly agreed as an alternate individual is accessible, while 42 participants, or 18.66 %, agreed. Only three participants, or 1.33 percent of the respondents expressed uncertainty. In general, the data indicates that the majority of workers think there isn't a suitable backup mechanism in place, pointing to a serious organizational gap which could compromise process integrity in the event of crises or absence.



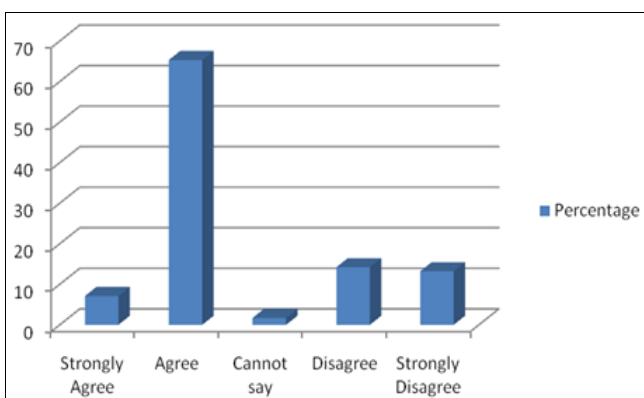
**Fig 11:** Alternative Person to Continue My Job

An alternate individual in a critical situation is depicted in Figure 12. According to the comments, most participants think that they ought to be a backup person on hand in case of an emergency. 11.11% strongly agree with this assertion, compared to about 63.1% who agree. Just 12.4% disagree, and 9.7 percent strongly disagree. Merely 3.5% of those surveyed expressed uncertainty. Overall, the findings show that having a backup person assigned to deal with emergencies is strongly supported.



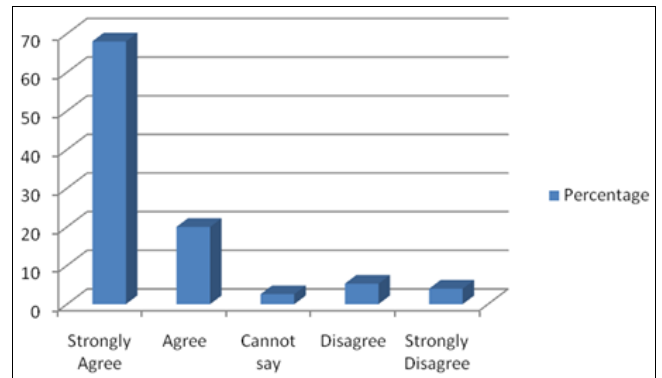
**Fig 12:** Alternative Person during Emergency Situation

The potential substitution is shown in Figure 13. According to the findings, the majority of respondents believe that a suitable alternative is accessible when required. 7.1% strongly agree with the proposition, whereas roughly 65.3% agree. Just 1.7% are undecided, while 14.2% disagree and 13.2% strongly disagree. In general, the results indicate that most people are aware that their organization has a potential alternative.



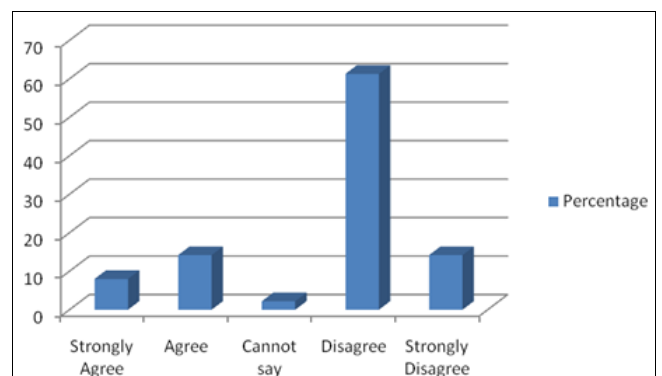
**Fig 13:** Potential person for replacement

The vast majority of respondents think that changing occupations is essential for advancement in their careers, as seen in figure 14. 20% of respondents agree with the statement, and 68% strongly agree. Just 5.3% of respondents disagree, 4 percent strongly disagree, and 2.6 percent are unsure. Overall, the results make it abundantly evident that the majority of those surveyed consider changing jobs to be an essential phase in getting promoted.



**Fig 14:** Job Change for Promotion

The majority of the participants oppose taking on more work duties, as seen in Figure 15. 61.3 percent of respondents disagree, with 14.2 percent strongly disagreeing. Just 14.2% of respondents agree, 8% strongly agree, and 2.2% are unsure. In general, the findings show that workers largely oppose taking on more work.



**Fig 15:** Additional Job Responsibility

Figure 15 shows Additional Job Responsibility. The research unequivocally demonstrates that employees do not generally embrace or welcome job enrichment. The possibility of expanding or improving their employment functions is seen negatively by a significant proportion of participants. Over seventy percent of workers are against job enrichment, with 60% strongly disagreeing with and 10.6% disagreeing. This high degree of disagreement implies that workers might feel overburdened by their present duties or might think that job enhancement could result in more work without the proper rewards or recognition. However, only 19.1 percent of workers agree with job enrichment, and 5.3% strongly approve. This smaller fraction can see work enrichment as a chance to gain new skills or advance their careers.

They nevertheless make up a small portion of the employees as a whole. Furthermore, 4.8 percent of the participants selected "Cannot say," indicating a lack of clarity or mild

doubt with the definition of work enhancement. In general, the findings show that workers would rather keep their current employment structure than take on new or enhanced responsibilities. This may indicate worries about workload, a fear of change, a lack of management support, or a lack of confidence in taking on new tasks. It can also mean that in order to help staff members understand the benefits of job enrichment programs, the company needs to improve communication, training, or incentives. Table 1 shows Job Enrichment.

**Table 1: Job Enrichment**

Statement	No of Respondents	Percentage
Strongly Agree	12	5.3
Agree	43	19.1
Cannot Say	11	4.8
Disagree	24	10.6
Strongly Disagree	135	60
Total	225	100

According to the findings in table 2, the vast majority of workers view training favorably as a crucial instrument for strengthening their particular areas of weakness. With a noteworthy 57.3% completely concurring and 17.7% agreeing, it is evident that almost 75% of respondents are in favor of educational initiatives that target their areas of deficiency. This shows that workers are receptive to the company's initiatives for growth and understand the need of lifelong learning. Just 5.7% of respondents chose "Cannot say," suggesting some ambiguity or doubt over the availability or efficacy of such training. However, 12% of respondents disagree and 7.1% of respondents strongly disagree, indicating that almost 19% of workers are not persuaded that instruction is beneficial in strengthening areas of weakness.

**Table 2: Training to Develop Weak Areas**

Statement	No of Respondents	Percentage
Strongly Agree	129	57.3
Agree	40	17.7
Cannot say	13	5.7
Disagree	27	12
Strongly Disagree	16	7.1
Total	225	100

This could be brought on by bad experiences in the past, disinterest, or uncertainty about the training's applicability to their requirements. Overall, the findings clearly indicate that the majority of workers are eager and willing to take advantage of training courses that enhance their abilities and productivity at work. This optimistic outlook gives the company a solid platform on which to launch or improve education and training initiatives, guaranteeing improved production, efficiency, and trust among staff members. Table 3 illustrates information technology. According to the research, most workers have a favorable opinion of the usage of technological advances (IT) at business. A noteworthy 66.2% of respondents agreed and 8% strongly agreed, indicating that around 74% of participants are either satisfied or supportive of the IT systems put in place within the organization. It also indicates that the majority of workers view IT tools as beneficial, effective, and essential to their job success. Only 1.7 percent of respondents chose "Cannot say," indicating that very few workers are unsure or

indifferent to IT's role. Yet, 2.2% of the participants disagree, 12.8% strongly disagree, and approximately 15% of respondents say they have trouble using IT. This could be the result of inadequate IT support, technical problems, a lack of training, or trouble adjusting to new technologies. In general, the results indicate that the company has effectively incorporated technological advances into its business activities, and the majority of staff members value and profit from it. However, certain employees may still need more assistance, enhanced IT systems, or more training in order to make the most of the technology.

**Table 3: Information Technology**

Statement	No of Respondents	Percentage
Strongly Agree	18	8
Agree	149	66.2
Cannot say	4	1.7
Disagree	25	2.2
Strongly Disagree	29	12.8
Total	225	100

According to the findings, most workers think that effective collaboration, coordination, and communication may prevent team errors. A total of 66.6% (58.6% agree and 8% strongly agree) believe that when employees collaborate well, mistakes resulting from group activities can be avoided. This indicates a favorable opinion of group accountability, cooperation, and processes of organization. There is little doubt about this aspect, as evidenced by the little percentage of 1.7% that comes under "Cannot say." However, 18.6 percent disagree while 12.8 percent strongly disagree, for an overall percentage of 31.4% who believe that despite efforts to prevent them, group errors are still likely to happen. This may result through problems like unclear duties, inadequate team collaboration, inadequate leadership, or poor communication. In general, the data indicates that the majority of employees are confident in the organization's ability to prevent group errors, but a sizable minority think that in order to further reduce errors, teamwork, communication, or workflow changes are required. Table 4 shows Group Mistakes Can Be Avoided.

**Table 4: Group Mistakes Can Be Avoided**

Statement	No of Respondents	Percentage
Strongly Agree	18	8
Agree	132	58.6
Cannot say	4	1.7
Disagree	42	18.6
Strongly Disagree	29	12.8
Total	225	100

According to the findings, the majority of employees 15.5 % strongly agreeing and 58.8 percent agreeing—think that the unionism mentality can be overcome. Just 0.4% are unsure. Yet, 5.33 percent strongly disagree and 21.7 percent disagree, suggesting that some workers still believe it could be challenging to overcome union influence. In general, the majority opinion indicates confidence in lowering labor-related sentiments within the company. Table 5 illustrates how to conquer a unionist mindset. The study's conclusions draw attention to a number of important issues regarding worker satisfaction and productivity. The majority of workers voiced their displeasure with the way jobs are now distributed, pointing out that they need

someone else to continue working in an emergency. Several employees also stated that they feel that changing jobs is essential for career progress because they are not getting promotions at the appropriate times. Furthermore, the majority of workers think that regular shifts help reduce team errors since they improve team member understanding and coordination. The findings also show that regular job rotation helps lessen unionist mentality as workers become more collaborative and adaptive. Furthermore, a sizable portion of workers believe that job rotation can successfully lessen stress.

**Table 5:** Unionism Mentality Can Be Overcome

Statement	No of Respondents	Percentage
Strongly Agree	35	15.5
Agree	128	58.8
Cannot say	1	0.4
Disagree	49	21.7
Strongly Disagree	12	5.33
Total	225	100

Workers stressed the importance of having a general awareness of the company and its operations in order to implement job rotation successfully, and the majority of the participants concurred. In general, the research backs up the idea that changing jobs can solve a number of organizational challenges and raise worker happiness.

**Conclusion**

Tables and bar charts were used to arrange and interpret the data from the study's analysis of employee responses obtained through a structured questionnaire. The investigation gave a clear picture of the main problems that the organization's personnel were facing. The results showed that a large number of workers are unhappy with the unequal distribution of jobs, which lowers productivity and fosters emotions of injustice. Another significant issue was work overload, which suggests that duties are not distributed fairly. Workers also identified issues that impact cooperation and general workplace harmony, such as collective errors and a unionist mindset. Employee unhappiness is exacerbated by the lack of promotion chances, which restricts their feeling of personal development. Another significant finding was that workers perceive a requirement for a substitute to carry out their duties in an emergency, which suggests a lack of cross-training and inadequate job interchangeability. All of these problems affect the organization's effectiveness and seamless operation. The investigator comes to the conclusion that the position shifts can successfully handle these issues according to the results of the investigation. Workers can learn more about different tasks, lessen repetitiveness, enhance teamwork, and equalize workloads by switching up their positions. Additionally, job rotation decreases group errors, fosters the development of multiple talents, and lessens reliance on any one person. As a result, introducing shift work can greatly improve organizational effectiveness and employee happiness.

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