

Determination of Work Experience and Work Supervision on Job Rotation

Xi Hexan

Alumni of Hebei Normal University, China, email: xihecan1@gmail.com

*Corresponding Author: Xi Hexan

Abstract: Research on the determination of work experience and work supervision of work rotation is a scientific article of literature within the scope of human resource management. The object of this study is to investigate the influence of work experience and work supervision on work rotation. The purpose of this study is to determine the influence between variables. The research method uses qualitative methods, which analyze each variable. The results of this study are: 1) Work experience affects work rotation, meaning that with relevant and much work experience, workers will have a high chance of job rotation. So that those who have much experience it is possible to have a high position of position compared to those who do not have little experience or experience; 2) Work supervision affects Job rotation, meaning that the employee's work supervision ability will have an impact on employee work rotation; and 3) Work experience affects work supervision, This means that with the high flying hours of employees, it will have a positive impact on the ability of employees to supervise work.

Keywords: Job Rotation, Work Experience, Work Supervision

INTRODUCTION

In an organization or agency, some humans drive activities. They consist of various characters, backgrounds, and abilities capable of supporting their work. The increasing number of experience, training and a high level of education will give the person good self-quality so that they have a wider opportunity to work at the top management level. Work supervision is necessary to ensure that any work assigned to employees follows established standards. With the supervisory ability possessed, it will affect the work rotation in the company.

Based on the background of the problem, the researcher determines the formulation of the problem as follows:

1. Does Work Experience affect the Job Rotation?
2. Does Work Supervision affect Job Rotation?
3. Does Work Experience affect Work Supervision?

LITERATURE REVIEW

Job Rotation

Job rotation is a change that occurs in employees in the task force to other tasks, intending to relieve boredom and increase worker motivation through variations in employee activities (Nursanti, Farida, & Widayanto, 2014). Job rotation is the transfer of a person's work within an agency and organization that has the same level of job position before experiencing a job transfer (Brotojoyo, Imron, & Choerudin, 2017). Job rotation aims to avoid labor saturation in work routines that are sometimes boring and have other purpose functions so that a person can master and explore other jobs in different fields at a company (Tatodi, Taroreh, & Uhing, 2022). Job rotation aims to avoid labor saturation in work routines that are sometimes boring and have other purpose functions so that someone can master and explore other work in different fields in a company (Ernawati, Merawati, & Tandio, 2020). Indicators of work rotation include 1) Additional capabilities; 2) Additional knowledge; and 3) Work saturation rate (M. Sari, Onsardi, & Arianto, 2020).

Work Experience

Work experience is a reference for workers to place themselves properly, dare to take risks, face challenges responsibly, and communicate well with various parties to maintain productivity (Sudiarso, 2022). Work experience is the knowledge, skill, and ability employees have to carry out responsibilities from previous jobs (Ashshidiqy & Ali, 2019). Work experience is a basis or reference for an employee to be able to place himself in the proper condition, dare to take risks, be able to face challenges responsibly, and be able to communicate well with various parties to maintain productivity, performance and produce competent individuals in their fields (Ridwan, Mulyani, & Ali, 2020a) Experienced orang is a prospective employee who is ready to use (Sanusi Silitonga, 2022). An applicant's work experience should be given primary consideration in the selection process. Indicators in work experience include: 1) Length of time or length of service; 2) Level of knowledge; 3) Skills possessed; and 4) Mastery of a job (Sanusi Silitonga, 2022).

Work Supervision

Work supervision is the activity of observing, observing assessing, directing work, and using the authority handed over by superiors to their subordinates so that they can be sanctioned against subordinates structurally, which is carried out continuously and continuously (F. Saputra & Ali, 2022) Work supervision is one of the systematic efforts to set performance standards on the plan in order to design an information feedback system to determine whether a deviation occurs and measure how significant the deviation is (Narpati, 2017). Work supervision is the discovery and application of methods and equipment to ensure that the plan has been implemented following what has been set. It can be positive, or negatif (Nursanti et al., 2014) Work supervision is a way for an organization to realize effective and efficient performance, and further supports the realization of the organization's vision and mission(Andhika, 2018) Indicators of work supervision include: 1) Input control; 2) Behavior control; 3) Control of expenses; 4) Supervision; and 5) Alignment of goals (Romauli Situmeang, 2017).

Table 1. Previous Research

No	Author (Year)	Research Results	Similarities with this study	Differences with the study	Basis of the hypothesis
1	(Brotojoyo et	Job satisfaction, work	Work supervision	Job satisfaction	H2

	al., 2017)	discipline and work supervision affect job rotation	affects work rotation	and work discipline affect job rotation	
2	(Ernawati et al., 2020)	Work Experience and Dysfunctional Behavior affect Work Rotation	Work experience affects the work rotation	Dysfunctional behavior affects work rotation	H1
3	(Nursanti et al., 2014)	Work supervision and compensation affect work rotation and work motivation	Work supervision affects work rotation	Compensation affects work motivation	H2
4	(Tatodi et al., 2022)	Organizational climate and work experience affect work supervision	Work experience affects work supervision	The organizational climate affects work supervision	H3
5	(Andriansyah, Hendriani, & Machasin, 2022)	System rewards, work experience, and work motivation affect work rotation	Work experience affects the work rotation	System rewards and work motivation affect work rotation	H1
6	(Sabirin & Ilham, 2020)	Work discipline and work experience affect job satisfaction and job rotation	Work experience affects the work rotation	Work discipline affects the job satisfaction	H3

METHODS

This research uses descriptive qualitative methods from previous research relevant to this research sourced from google scholar, Mendeley, and other online media. Qualitative research aims to know the phenomena happening in the research subject, such as behavior, perception, motivation, and other actions. Qualitative research is a method that relies on philosophy, where a researcher is an instrument, as well as data collection and analysis. In contrast, qualitative research focuses more on the meaning of research. In qualitative research, researchers require a detailed discussion of a specific object (Ali, H., & Limakrisna, 2013)

FINDINGS AND DISCUSSION

Based on the formulation of the problem and literature review, the researcher determines the results of the discussion of this study as follows:

1. The Effect of Work Experience on Job Rotation

Work experience is based on work rotation, so what must be done by each employee is: 1) Have high work loyalty: so that the company will consider the length of time worked; 2) Level of knowledge and skills: where with the knowledge and abilities that employees have will create significant opportunities for work rotation; and 3) Mastery of a job: This means that an employee must be an expert or able to do work in a field (Nofrialdi, Saputra, & Saputra, 2023).

If each individual has a length of working time, knowledge, and skills as well as mastery of a job, it affects the work rotation, which includes: 1) Input control: with the knowledge and abilities that an employee has, they will be able to provide input to regulate the course of activities in the company; 2) Behavioral control: is the ability of a person to regulate behavior as well as emotions Individual; and 3) Expense control: The ability of an employee with work experience to control every expense the company makes (F. Saputra, Mahaputra, & Maharani, 2023)

2. Effect of Work Supervision on Job Rotation

Work supervision affects work rotation, so what each individual must have is: 1) Input control: the ability to provide direction and advice to other individuals; 2) Behavioral control: the ability to regulate behavior and emotions; and 3) Expenditure control: which is the ability of a person to account for each expenditure (F. Saputra, Khaira, & Saputra, 2023).

If each individual can control input, control behavior, and control expenses, it will affect work rotation which includes: 1) Additional abilities: meaning that the supervision provided during the work process will affect the abilities of employees; 2) Additional knowledge: that is, with behavioral control, it will affect the knowledge of employees, both common knowledge and philosophical science; 3) Work saturation level: meaning that continuous supervision during work will increase work saturation in employees (F. Saputra & Sumantyo, 2022).

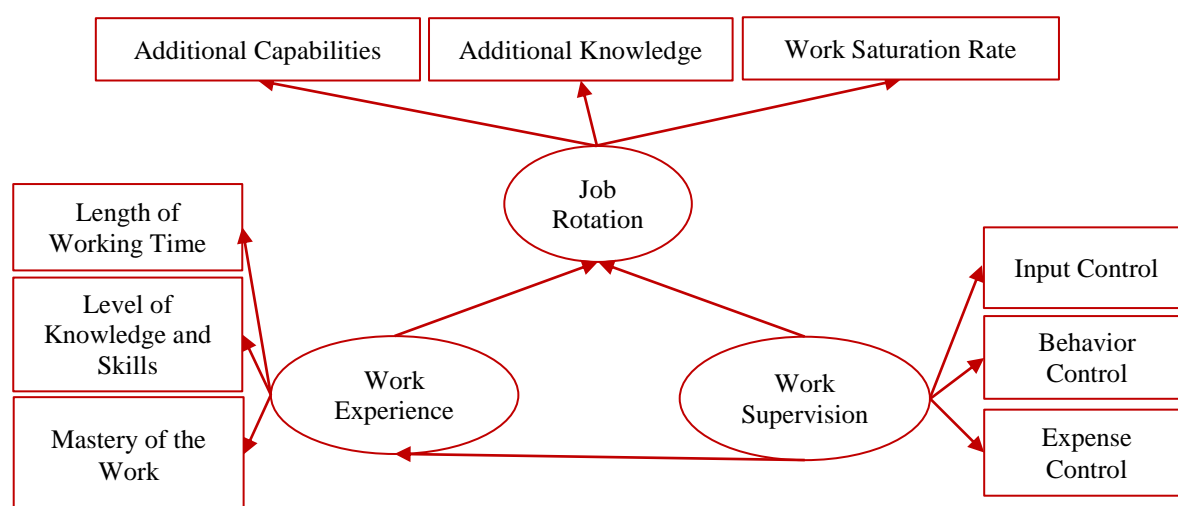
3. The Effect of Work Experience on Work Supervision

Work experience affects work supervision, so what must be possessed by every employee is: 1) Level of knowledge: where with good knowledge, an employee will be able to receive and evaluate every input given by other employees or superiors; 2) Skill level means that an employee with skills is more of significant concern of other employees in terms of behavior control; and 3) Mastery of work: is the ability of an employee in mastering the assigned work tasks (Khaira, Saputra, & Syarief, 2022).

If an employee in an organization has work experience that includes knowledge, skills, and mastery of a job, it will have an impact on 1) Input control: tends to be rarely given control of input by other employees because of sufficient experience; 2) Behavioral control: where a person with enough work experience will have good behavior, to be able to carry out work supervision; 3) Expense control: meaning that a person with experience in controlling expenses, will be able to evaluate every expense that the company spends, in order to avoid losses to the company (R. Saputra, 2023)

Conceptual Framework

Based on the formulation of the problem and literature review, the researcher determines the conceptual framework as follows:



Source: Picture of Research
Picture 1. Conceptual Framework

This research discusses the Determination of Work Experience and Work Supervision of Work Rotation. There are other factors related to job rotation that can be used in subsequent research, namely:

- 1) Level of education relevant to the research conducted by: (Mukhtar, Risnita, Saifillah, & Ali, 2016), (Riyanto, Adila, & Ali, 2017), (Sulistiorini & Ali, 2017), (Sutiksno, S. D. U., Rufaidah, P., Ali, H., & Sousa, 2017), (Mukhtar, Risnita, Saifillah, & Ali, 2016), (Riyanto, Adila, & Ali, 2017), (Sulistiorini & Ali, 2017), (Sutiksno, S. D. U., Rufaidah, P., Ali, H., & Souisa, 2017), (F. Saputra & Ali, 2021).
- 2) Employee Productivity, relevant to the research conducted by: (Agussalim, Limakrisna, & Ali, 2017), & Ali, 2017), (Prayetno & Ali, 2020), (Prayetno & Ali, 2020), (Ali, Zainal, & Ilhamalimy, 2022).
- 3) Own Request, relevant to the research conducted by: (V. N. Sari & Ali, 2019), (Shobirin & Ali, 2019), (Agussalim, Ndraha, & Ali, 2020), (V. N. Sari & Ali, 2019), (Shobirin & Ali, 2019), (Agussalim, Ndraha, & Ali, 2020) (Ridwan, Mulyani, & Ali, 2020b), (Somad, Rosadi, & Ali, 2021).
- 4) Turnover Rate, relevant to the research conducted by: (Silitonga, Widodo, & Ali, 2017), (Suharyono & Ali, 2015), (Bratha, 2022), (Silitonga, Widodo, & Ali, 2017), (Suharyono & Ali, 2015), (Bratha, 2022), (Mirza & Ali, 2020), (Christina Sirait & Ali, 2017).

CONCLUSION

Based on the literature review and discussion above, the conclusions in this study are determined as follows:

1. Work experience affects work rotation, meaning that with relevant and many work experiences, workers will have a high chance of job rotation. So, for those with much experience, it is possible to have a high position in the office compared to those who do not have little experience or experience.
2. Work supervision affects work rotation, meaning that the ability to supervise employees' work will impact employee work rotation.
3. Work experience affects work supervision, meaning that the high-flying hours of employees will positively impact the employees' ability to supervise work.

REFERENCE

- Agussalim, M., Limakrisna, N., & Ali, H. (2017). Mutual Funds Performance: Conventional and Sharia Product. *International Journal of Economics and Financial Issues*.
- Agussalim, M., Ndraha, H. E. M., & Ali, H. (2020). The implementation quality of corporate governance with corporate values: Earning quality, investment opportunity set, and ownership concentration analysis. *Talent Development and Excellence*.
- Ali, H., & Limakrisna, N. (2013). Research Methodology (Practical Instructions for Solving Business Problems, Thesis Preparation (Doctoral dissertation, Thesis, and Dissertation). In *In Deppublish: Yogyakarta*.
- Ali, H., Zainal, V. R., & Ilhamalimy, R. R. (2022). Determination of Purchase Decisions and Customer Satisfaction: Analysis of Brand Image and Service Quality (Review Literature of Marketing Management). *Dinasti International Journal of Digital Business Management*, 3(1), 141–153. <https://doi.org/10.31933/dijdbm.v3i1.1100>
- Andhika, R. (2018). The Effect of Organizational Commitment and Supervision on Employee Work Discipline PT Artha Gita Sejahtera Medan. *Jurnal Manajemen Tools*, 9(1), 95–103.
- Andriansyah, Hendriani, S., & Machasin. (2022). THE INFLUENCE OF JOB ROTATION AND REWARD SYSTEM ON EMPLOYEE LOYALTY MEDIATED BY WORK

- MOTIVATION STUDY AT HIGH PUBLIC PROSPECTIVE OF RIAU ISLANDS. *Jurnal Ekonomi Dan Bisnis*, 11(4), 8–19.
- Ashshidiqy, N., & Ali, H. (2019). ALIGNMENT OF INFORMATION TECHNOLOGY WITH BUSINESS STRATEGY. *Jurnal Ekonomi Manajemen Sistem Informasi*. <https://doi.org/10.31933/jemsi.v1i1.46>
- Bratha, W. G. E. (2022). Literature Review of Management Information System Components: Software, Database and Brainware. *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(3), 344–360. <https://doi.org/10.31933/jemsi.v3i3.824>
- Brotojoyo, E., Imron, L. A., & Choerudin, A. (2017). *The Influence of Job Rotation, Job Satisfaction, and Work Discipline on the Performance of Employees of the Klaten Various Services Cooperative*. 5–14.
- Christina Sirait, W., & Ali, H. (2017). Decision Model Becoming Customer: Service Quality, Perceived Price, and Promotion (Case Study on PT. XYZ Media Company, Jakarta). *Saudi Journal of Humanities and Social Sciences*, 2(3), 287–298. <https://doi.org/10.21276/sjhss.2017.2.3.12>
- Ernawati, P. D. S., Merawati, L. K., & Tandio, D. R. (2020). THE INFLUENCE OF AUDITOR WORK EXPERIENCE, AUDIT FEE, ACCOUNTABILITY, DISFUNCTIONAL BEHAVIOR, AND AUDIT ROTATION ON AUDIT QUALITY IN PUBLIC ACCOUNTING OFFICE IN BALI PROVINCE. *E-Jurnal Universitas Mahasaraswati Denpasar*, 112–120. Retrieved from <https://e-journal.unmas.ac.id/index.php/karma/article/view/1621/1304>
- Khaira, N., Saputra, F., & Syarief, F. (2022). The Effect of Perceived Price and Service Quality on Purchasing Decisions in Kafe Sudut Halaman. *JAMAN: Jurnal Akuntansi Dan Manajemen Bisnis*, 2(3), 24–30.
- Mirza, M., & Ali, H. (2020). Shopee E-Commerce Strategy: In Ethical Business Context. *Jurnal Manajemen*, 10(2), 99–104.
- Mukhtar, Risnita, Saifillah, M. S., & Ali, H. (2016). Effect of knowledge management and work commitment to employees satisfaction services (Study on teacher Madrasah Aliyah Country Jambi Province). *International Journal of Economic Research*.
- Narpati, B. (2017). The Influence of Work Discipline and Supervision of Employee Work Effectiveness at PT. Bank Mandiri (Persero) Tbk Bekasi Juanda Branch. *Jurnal Kajian Ilmiah*, Vol. 17, pp. 1–11.
- Nofrialdi, R., Saputra, E. B., & Saputra, F. (2023). The Influence of the Internet of Things: Analysis of Work Effectiveness, Individual Behavior and Supply Chain. *Jurnal Manajemen Dan Pemasaran Digital (JMPD)*, 1(1), 1–13. Retrieved from <https://dinastires.org/JPKN/article/view/111/104>
- Nursanti, E., Farida, N., & Widayanto. (2014). The Effect of Job Rotation, Work Supervision and Compensation on Employee Performance Through Motivation as an Intervening Variable in Benefit Group Companies in Semarang Regency (Case Study on Flour Production Factory Employees). *DIPONEGORO JOURNAL OF SOCIAL AND POLITICAL*, 3(3), 1–10.
- Prayetno, S., & Ali, H. (2020). Entrepreneurial supply chain management competence: Predictors of work motivation advocate. *International Journal of Supply Chain Management*, 9(3), 444–454.
- Ridwan, M., Mulyani, S. R., & Ali, H. (2020a). Building behavior and performance citizenship: Perceived organizational support and competence (case study at SPMI private university in west Sumatra). *International Journal of Psychosocial Rehabilitation*. <https://doi.org/10.37200/IJPR/V24I6/PR260195>
- Ridwan, M., Mulyani, S. R., & Ali, H. (2020b). Perceived organizational support in efforts to improve organizational commitments and its impact on employee performance(study at

- SPMI private university in West Sumatra). *Talent Development and Excellence*.
- Riyanto, S., Adila, L., & Ali, H. (2017). The Effect of Incentives And Job Enthusiasm To Productivity of Go-Jek Driver At PT . Go-Jek Indonesia. *Journal of Research in Business and Management*.
- Romauli Situmeang, R. (2017). The Effect of Supervision and Work Experience on Employee Performance PT. Mitra Karya Anugrah. *Ajie*, 2(2), 148–160. <https://doi.org/10.20885/ajie.vol2.iss2.art6>
- Sabirin, S., & Ilham, I. (2020). Work Discipline, Work Experience on Job Satisfaction and Supervisory Performance. *Jurnal Ilmiah Manajemen Dan Bisnis*, 21(2), 123–135. <https://doi.org/10.30596/jimb.v21i2.4295>
- Sanusi Silitonga, E. (2022). Effect of Work Skills on Employee Performance Cv. Osano Screen Printing and Embroidery Through Work Experience. *Dinasti International Journal of Management Science*, 3(3), 525–534. <https://doi.org/10.31933/dijms.v3i3.1102>
- Saputra, F., & Ali, H. (2021). THE IMPACT OF INDONESIA' S ECONOMIC AND POLITICAL POLICY REGARDING PARTICIPATION IN VARIOUS INTERNATIONAL FORUMS : G20 FORUM (LITERATURE REVIEW OF FINANCIAL MANAGEMENT). *Journal of Accounting and Finance Management*, 1(4), 415–425.
- Saputra, F., & Ali, H. (2022). POAC MANAGEMENT IMPLEMENTATION: ECONOMIC RECOVERY AND NATIONAL RESILIENCE DURING THE COVID-19 PANDEMI (POAC MANAGEMENT LITERATURE REVIEW). *Jurnal Ilmu Manajemen Terapan*, 3(3), 316–328. <https://doi.org/10.31933/jimt.v3i3>
- Saputra, F., Khaira, N., & Saputra, R. (2023). Effect of User Interface and Product Variation on Consumer Purchase Interest (Literature Study). *Jurnal Komunikasi Dan Ilmu Sosial (JKIS)*, 1(1), 18–25.
- Saputra, F., Mahaputra, M. R., & Maharani, A. (2023). The Effect of Entrepreneurial Spirit on Motivation and Interest in Entrepreneurship (Literature Review). *Jurnal Kewirausahaan Dan Multi Talenta (JKMT)*, 1(1), 42–53.
- Saputra, F., & Sumantyo, F. D. S. (2022). The Role of Marketing Management in Information Industry: Corporate Image , Brand Awareness and Promotion (Case Study at PT Lensa Potret Mandiri). *Jurnal of Applied Management and Business*, 3(2), 46–54. <https://doi.org/10.37802/jamb.v3i2.267>
- Saputra, R. (2023). Analysis of Emotional and Mental Fatigue towards Behavior and Attitude in Society. *Jurnal Pendidikan Dan Kebudayaan Nusantara (JPKN)*, 1(1), 21–25.
- Sari, M., Onsardi, & Arianto, T. (2020). The Influence of Job Rotation and Mutations on Employee Performance of PTPN 7 Bengkulu Branch. *Jurnal Manajemen Modal Insani Dan Bisnis*, 1(1), 109–116.
- Sari, V. N., & Ali, H. (2019). STRATEGY FORMULATING FOR PUTRA INDONESIA UNIVERSITY YPTK PADANG TO ACHIEVE COMPETITIVE ADVANTAGE. *Jurnal Ekonomi Manajemen Sistem Informasi*. <https://doi.org/10.31933/jemsi.v1i1.42>
- Shobirin, M., & Ali, H. (2019). Infrastructure Development Strategy in Improving Passenger Services at Soekarno Hatta Cengkareng International Airport. *Jurnal Ekonomi Manajemen Sistem Informasi*, 1(2), 155–168.
- Silitonga, P. E. S., Widodo, D. S., & Ali, H. (2017). Analysis of the effect of organizational commitment on organizational performance in mediation of job satisfaction (Study on Bekasi City Government). *International Journal of Economic Research*.
- Somad, A., Rosadi, K. I., & Ali, H. (2021). FACTORS INFLUENCING THE ISLAMIC EDUCATION SYSTEM MODEL: TYPES OF SYSTEMS, SYSTEMIC CONSTRUCTION, SYSTEMIC THINKING. *Jurnal Ilmu Hukum Humaniora Dan*

Politik, 1(2), 200–210.

- Sudiarso, S. (2022). the Effect of Transformational Leadership, Competence and Work Environment on Employee Performance of Pt Waskita Karya (Persero) Tbk in Becakayu 2a Ujung Project. *Dinasti International Journal of Management Science*, 3(3), 535–546. <https://doi.org/10.31933/dijms.v3i3.1103>
- Suharyono, & Ali, H. (2015). THE INFLUENCE OF MOTIVATION, DISCIPLINE AND LEADERSHIP STYLE ON EMPLOYEE ACHIEVEMENT AT THE SOCIAL MANPOWER AND TRANSMIGRATION SERVICE IN BATANG HARI DISTRICT. *Jurnal Ilmiah Universitas Batanghari Jambi*, 15(2), 78–86.
- Sulistiorini, M. S., & Ali, H. (2017). Customer satisfaction model: Product analysis, price, promotion and distribution (case study at PT Integrasia Utama). *International Journal of Applied Business and Economic Research*.
- Sutiksno, S. D. U., Rufaidah, P., Ali, H., & Souisa, W. (2017). A Literature Review of Strategic Marketing and The Resource Based View of The Firm. *Int. J. Econ. Res*, 14(8), 59–73.
- Tatodi, A. R., Taroreh, R. N., & Uhing, Y. (2022). THE INFLUENCE OF ORGANIZATIONAL CLIMATE, SUPERVISION AND POSITION ROTATION ON EMPLOYEE ACHIEVEMENT AT CAPITAL INVESTMENT OFFICE AND PTSP (ONE STOP SERVICE) IN SULUUT PROVINCE. *Jurnal EMBA*, 10(2), 878–888.