

Abstract

This research was conducted at PT. Bank Rakyat Indonesia (Persero) Tbk. Diponegoro Surabaya branch, which the Bank BRI implement the principles of Good Corporate Governance based on the basic values contained in the work culture: integrity, professionalism, customer satisfaction, exemplary and respect for human resources.

The aim of this study was to determine whether job rotation and job motivation affect on the performance of employees either directly or indirectly mediated by job satisfaction. This research is a study population using census method with 121 respondents.

Based on the results of hypothesis testing on structural equation models-1 is known that job rotation, motivation and job satisfaction positive and significant impact on employee performance either simultaneously or partially. Result on the structural equation model-2 shows that job rotation and job motivation positive and significant impact on job satisfaction either simultaneously or partially. While the results of the analysis path is known that there are significant mediating between job rotation on performance through job satisfaction and the indirect influence coefficient of 0.202 and account of t amounted to $4.842 > 1.960$ t tabel with a significance level of 0.05. In addition there is also the effect of mediation between work motivation on performance through job satisfaction known indirect effect coefficient of 0.341 and account of t amounted to $6.426 > 1.960$ t tabel with a significance level of 0.05.

Keywords: job rotation, job motivation, path analysis, test Sobel.