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**EFFECT ON THE JOB PROMOTION AND JOB MUTATION ON EMPLOYEE
PERFORMANCE IN PT.PLN (PERSERO) UNIT INDUK PEMBANGUNAN II
MEDAN**

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ABSTRACT

This study aims to identify and analyze the effect of promotion and transfer offices in PT. PLN (Persero) Main Unit Development II Medan. This type of research is associative. The data used consists of primary data obtained directly from survey respondents through questionnaires, interviews, and observations and secondary data is data from the Internet site, study documentation, and corporate documents directly related to the object under study. This study used a sample of 52 employees of PT. PLN (Persero) Main Unit Development II Medan. The results of this study indicate that the simultaneous promotion and mutation positions and a significant positive effect on employee performance at PT PLN (Persero) Unit Induk Pembangunan II Medan. Partially Promotions positive and significant influence on employee performance and positions mutation-positive and significant impact on employee performance at PT PLN (Persero) Main Development Unit II Medan. In the analysis results obtained the value of the coefficient of determination Adjusted R Square of 0.338 means 33.8% which means job performance variables can be explained by a job promotion, and Job mutation. While the remaining 66.2% can be explained by other variables not examined in this study.

Keywords: Job Promotion, Job Mutation, Job Performance.

INTRODUCTION

The company is a place that requires cooperation between each individual to achieve agreed goals. With the rapid development of the times, every company faces increasingly competitive competition. The number of new companies that have sprung up, both domestic companies and foreign companies, has created increasingly fierce competition to maintain the existence of each company in the market.

The era of global business is growing rapidly, making companies required to be able to maintain the work performance of their human resources. By maintaining work performance, it is expected that the company can achieve the company goals that have been set. To achieve this goal, companies must be able to improve the work performance of human resources, because human resources are one of the important factors that play a very important role in achieving

the results of company performance. So that it can be said that the better the quality of human resources in the company, the better the company's performance.

Performance appraisal provides an opportunity for leaders and employees to jointly review employee behavior related to work because in general everyone needs and wants feedback about their work performance (Dessler, 2006: 513). With performance appraisal, managers can find out how capable the employee is in carrying out the tasks and responsibilities given to him. Thus the company can determine the compensation that is appropriate for him. Assessment of work performance can be seen from the level of skill, discipline, personality, and responsibility of each employee in carrying out their respective duties. Various problems often arise in evaluating work performance, one of which is not all assessments are appropriate for all real situations and conditions.

To overcome boredom and improve employee performance which has not been maximized, the company provides career development programs to its employees, and employee career development programs are provided such as promotions and position transfers.

Promotion is an opportunity to develop and advance which can encourage employees to be better or more enthusiastic about doing a job in an organizational or corporate environment. With a promotion, every employee will feel that they are really cared for by the company and feel that they are trusted so that employees can develop what they have to become even better. Promotions carried out within the company also have the goal of providing opportunities for employees to develop creativity and innovation for the optimal benefit of the company. improve work performance.

To achieve high work performance, company leaders must pay attention to all matters relating to increased work performance which will support better work performance. One of the factors that support increased work performance is promotions and job transfers. Good job performance will certainly bring someone closer to promotion so it will motivate employees to improve their performance in order to get a promotion. Meanwhile, giving good mutations will be able to place employees in the right place and eliminate employee boredom which will increase employee performance.

Based on the phenomena described above, the researcher is interested in researching and discussing this as the object of research.

RESEARCH METHODS

This research method includes quantitative research using explanatory survey methods. So research according to the level of explanation is research that intends to explain the position of the variables studied and the relationship between one variable and another. At the explanation level, this research is included in associative research, namely, research that connects two or more variables to see the effect between variables through testing the hypothesis on the research title "The Influence of Promotions and Position Transfers on Employee Performance at PT.PLN (Persero) Main Development Unit II, Medan."The independent variables in this study are job promotions (X1) job transfers (X2) and the dependent variable in this study is employee performance (Y). This research was conducted at PT. PLN (Persero) Main Development Unit II which is located on Jl. Dr.Cipto No.12, Medan. The research was conducted by the author from March 2016 to May 2016.

The population is a generalized area consisting of objects or subjects that have certain quantities and characteristics determined by researchers to be studied and then draw conclusions (Sugiyono, 2008:117). The population in this study were all employees of PT. PLN

(Persero) Main Development Unit II totaling 105 people. The sample is part of the number and characteristics possessed by the population (Sugiyono, 2010: 16). The sample in this study was some employees at PT PLN (Persero) Main Development Unit II Medan.

RESULTS AND DISCUSSION

From the results of research that has been carried out on PT.PLN (Persero) Medan Main Development Unit II, the company is expected to be able to motivate employees to be better by providing promotion availability for employees who excel, even though promotion is only given to employees who excel, there is no it's wrong for the company to provide strong motivation or encouragement to make employees better in improving work performance.

As is well known, promotion is one of the variables that can affect employee performance at PT PLN (Persero) Main Development Unit II Medan. The results of the partial test (t-test) show that the promotion variable has a positive and significant effect on employee performance. With the results of this study, it is clear that promotion is one of the factors that can influence employee performance at PT. PLN (Persero) Main Unit Development II Medan. The average value of respondents' answers to the statement "the company determines employee work experience as a condition for promotion" is 4.19 or is included in the good category,

The promotion has an important role in improving employee performance at PT. PLN (Persero) Main Unit Development II Medan. Promotion is an opportunity to develop and advance provided by the company in order to encourage employees to work better or be more enthusiastic about doing a job in a corporate environment. With the existence of promotion opportunities, employees will feel valued, cared for, needed, and recognized for their ability to work by company management so that they will produce good output and will increase loyalty to the company. The promotion provides an important role for every employee, even a dream desired by employees,

Besides that, the mutation is also a change in position or work done horizontally within an organization. Transfers are included in employee career development because they aim to increase the efficiency and effectiveness of employee work in the organization so that employees can occupy the right place or position, with the intention that the employee/member concerned gets a new atmosphere and the highest possible job satisfaction and can show higher achievements. high again.

Partially it is known that the correlation between mutation and work performance is positive but not significant. Insignificant results indicate that there is no relationship between position transfers and work performance obtained by employees of PT PLN (Persero) Main Development Unit II Medan, this indicates that position mutations can improve employee performance at PT. PLN (Persero) Medan Development II main unit, however, the mutation was made not based on the wishes of its employees but was determined by the company.

The average value of respondents' answers to the statement "you know about the policy of implementing mutations" is 3.30 or included in the unfavorable category and the average value of respondents' answers to the statement "you always anticipate the arrival of mutations" is 3.23 or also included in the unfavorable category. This shows that some employees state that they still do not know about the mutation program policies that are enforced within the company so they do not prepare themselves or anticipate the arrival of the mutation.

Mutation of positions will open up opportunities for competition in improving work performance. Every member of the organization has the same opportunity to reach a higher

position/position/job. However, it should be noted that competition to improve work performance will arise if there is a guarantee that mutations are actually carried out objectively.

The company as an organization has goals that must be achieved and even becomes one of the requirements for the formation of an organization. Employees who have high work performance, both in knowledge and skills, and good mastery of their work may not necessarily be able to produce good work performance if they are not supported by cooperation, conditions, and employee interest in work, employees will be useful and support company goals if they wish high for achievement in his work. There are various ways that are used by companies to improve employee performance, one of which is by mutation. An employee will work well if placed in the right position and developed continuously,

Through the mutation program, it is hoped that employees will be able to carry out their work more effectively and efficiently. Thus the mutation program must be carried out effectively so that employees can provide a good and positive attitude and also be more enthusiastic about carrying out their work. From the above opinion, it can be understood that good employee mutations can improve work performance in the company.

CONCLUSION

Based on the results of the analysis carried out, it can be concluded that promotions and Transfers of Positions together have a positive and significant effect on the work performance of employees of PT. PLN (Persero) Main Unit Development II Medan. From the results of the t-test, it can be concluded that the Job Promotion variable has a positive and significant effect on employee performance, while the Position Transfer variable has a positive but not significant effect on employee performance. Then the dominant variable influencing employee performance at PT PLN (Persero) Main Development Unit II Medan is the Job Promotion variable. Based on the calculation of the coefficient of determination (R^2), the Adjusted R Square value is 0.338. This figure explains that 33.8% of employees perform at PLN (Persero) Main Development Unit II Medan.

And the conclusion from the research conducted turns out that the applied position mutations have no significant effect on work performance. For this reason, it is hoped that the company will be able to provide a mutation program that can ensure fairness and appropriateness of the placement of an employee in his position so that it can encourage the development of employee performance. Because every leader must pay attention to the work achievement targets of each employee because the work achievement targets will determine the amount of profit that the company gets.

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