

ABSTRAK

Tesis ini bertujuan untuk mengetahui tentang pengaruh *job experience*; yang terdiri dari *job enlargement/enrichment*, *job rotation* dan *promotion*, *transfer*, *down-ward move*, terhadap kinerja karyawan pada PT. Asuransi Umum Bumiputera Muda 1967. Teknik pengambilan sampel menggunakan teknik *simple random sampling*, responden sebanyak 82 orang. Metode yang digunakan adalah analisis kuantitatif dengan Regresi Berganda, metode pengumpulan data melalui kuesioner. Hasil penelitian menunjukkan bahwa: (1) variabel *job enlargement* berpengaruh secara signifikan terhadap kinerja karyawan terutama pada dimensi ketrampilan karyawan dalam bekerja; (2) variabel *job rotation* berpengaruh secara signifikan terhadap kinerja karyawan terutama pada dimensi kesesuaian penempatan kerja karyawan; (3) variabel *transfer*, *promotion*, *down-ward move* berpengaruh secara signifikan terhadap kinerja karyawan terutama pada dimensi *promotion*.

Kata kunci : *job experience*, *job enlargement*, *job enrichment*, *job rotation*, *promotion*, *transfer*, *down-ward move*, kinerja karyawan



ABSTRACT

This paper has purpose to know about impact of job experience contain of job enlargement/enrichment, job rotation and promotion, transfer, down-ward move on employee performance at PT. Bumiputera Muda 1967 General Insurance. A sampling technique uses simple random sampling methode. The sample size is about 82 respondents. Research methode that used is quantitative using multiple linear regression analysis, searching data through questionnaire. From writing result concluded that: (1) job enlargemet/enrichment variable has significantly influence on employee performance, primarily on dimension employee work skill (2) job rotation variable has significantly influence on employee performance, primarily on dimension the suitability of working position (3) transfer, promotion, down-ward move variable has significantly influence on employee performance, primarily on domension promotion.

Keywords: job experience, job elargement, job enrichment, job rotation, promotion, transfer, down-ward move, employee performance

