Effect of Job Rotation on Employees Performance in Irancell Company

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Abstract

Current work aims at investigating effect of job rotation (job displacement) of Irancell employees on their performance in Tehran. Research statistical population include all employees of Irancell Co. since the number of employees is 1,171, data were collected using random sampling. 300 directors and employees were studied in this work using questionnaire. Calculated Cronbach’s alpha for total items of the questionnaire is 0.845; thus, the questionnaire used enjoys necessary value and reliability. Data analysis was done using SPSS 16 and LISREL 8.8 software and it showed that all hypotheses are supported. That is, there is positive significant relationship between job rotation and employee satisfaction, working quality, innovation in work and finally employee performance. Innovation at work variable had highest effect and working quality had lowest effect on job performance. In correlation analysis between characteristics of employee performance it was found that all performance characteristics have positive significant correlation in pair-wise manner. That is, there is positive significant correlation between satisfaction, working quality, and innovation at work.

Keywords: Job Rotation, Performance, Satisfaction, Innovation at Work, Working Quality

References


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