

The Influence of Non-Physical Work Environment, Job Rotation, Demographic Characteristics on Career Development and Employee Work Achievement Kota Bima Health Department

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Abstract

Career development and employee work performance is not just a coincidence, but many factors influence it, namely the work environment, job rotation and demographic characteristics. The aim of this research is to determine the influence of the non-physical work environment, work rotation, demographic characteristics on career development and work performance of Bima City Health Service Employees. This research uses associative research methods. The sample in this study amounted to 42 people. The instrument used in the research was a questionnaire. Data were analyzed using multiple regression with the SPSS program. Based on the research results, it can be concluded that the non-physical work environment, work rotation, and demographic characteristics have a significant influence on the career development and work performance of Bima City Health Service Employees.

Abstrak

Pengembangan karir dan prestasi kerja pegawai bukanlah suatu kebetulan saja, tetapi banyak faktor yang mempengaruhinya yakni lingkungan kerja, rotasi kerja dan karakteristik demografi. Tujuan penelitian ini adalah untuk mengetahui pengaruh lingkungan kerja non fisik, rotasi kerja, karakteristik demografi terhadap pengembangan karir dan prestasi kerja Pegawai Dinas Kesehatan Kota Bima. Penelitian ini menggunakan metode penelitian asosiatif. Sampel dalam penelitian ini berjumlah 42 orang. Instrumen yang digunakan dalam penelitian yaitu angket. Data dianalisis dengan menggunakan regresi berganda dengan bantuan program SPSS. Berdasarkan dari hasil penelitian, dapat ditarik kesimpulan lingkungan kerja non fisik, rotasi kerja, dan karakteristik demografi berpengaruh signifikan terhadap pengembangan karir dan prestasi kerja Pegawai Dinas Kesehatan Kota Bima.

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1. INTRODUCTION

Career development and employee work performance is not just a coincidence, but many factors influence it, namely the work environment, job rotation and demographic characteristics. Non-physical work environment can influencing career development and employee work performance. Sedarmayanti (2009) states that the environment of Work Non-physical are all conditions that occur that are related to relationships between co-workers, or relationships with subordinates. The research results of Yunia, et.al (2017), show that the work environment and career development influence employee performance at the Santika Nusa Dua Hotel, Bali. Zenita's (2016) research results show that the non-physical work environment, career development and employee performance are in the high category.

The research results of Norianggono (2014) show that there is a positive and significant relationship between the non-physical work environment and work performance. The research results

of Rena, et al (2019), show that the non-physical work environment has a positive relationship and influence on employee work performance. The results of research conducted by Roring, et.al (2014) stated that the work environment had a significant positive effect on work performance. The results of research conducted by Setyawan (2015) stated that non-physical work environment variables had a significant positive effect on employee career development. Research by Wungkana, et.al (2015) found that the non-physical work environment had a significant positive effect on employee career development. Research by Mabruroh, et.al (2017) found that the work environment and career development simultaneously influence employee performance. Togas & Uhing's (2015) research shows that the work environment influences work performance. The research results of Nurhasanah (2010) show that there is a positive and significant influence, both partially and simultaneously, between the physical environment and the non-physical environment on employee work performance.

In contrast to the results of Pratiwi's (2011) research, it was found that there was no significant influence between the work environment and work performance. Furthermore, research by Ghofar and Azzuhri (2012) found that there was no influence between the non-physical work environments on employee career development. Dewi's research (2010) found that there was no influence between the non-physical work environment and the environment development employee career. However, research by Fahmi & Hariasih (2016) shows that the work environment has a negative effect on work performance. Then, research by Prasetyo & Nugraheni (2017) shows that work environment variables have no significant effect on employee career development.

Apart from the non-physical work environment, job rotation also influences career development and employee work performance. According to Sumarwoto (2011), job rotation is rotating or alternating the placement of structural and functional officials from one particular position to another as determined in a Compulsory (mandatory) policy. According to Chrisdayanti, et.al, (2021) companies should carry out job rotation to eliminate boredom at work and improve employee skills. Development of career is very important for a company so that position rotation occurs so that the company's wheels can run well (Chrisdayanti, et.al, 2021). Meanwhile, according to Hasibuan (2003), the purpose of job rotation is to provide incentives so that employees want to strive for higher career advancement.

Research conducted by Nanda, *et.al* (2014) shows the results that job rotation has a significant effect on work performance. Meanwhile, Brotojoyo, et.al (2017) shows research results that work rotation has a significant effect on work performance and has an influential contribution of 40.8% to the work performance variable. Research by Chrisdayanti, et.al (2021) states that job rotation has a significant influence on employee career development. Research by Chrisdayanti, et.al (2021) shows that job rotation has a significant effect on career development. Research by Purwanto, et.al (2020) shows the results that job rotation has a significant effect on employee career development. The research results of Rahayu & Mohklas (2016) show that work rotation has a significant effect on work performance. In contrast to the research results of Nugroho (2017), it was found that there was no influence on job rotation and career development of CV employees. Sky Entertainment Jember. Nusantara research results and Rusdianti (2016), found rJob rotation has a negative and insignificant effect on employee work performance.

Apart from the non-physical work environment and job rotation, demographic characteristics can also influence career development. Demographic characteristics which include gender, education, age, years of service are indicators that influence employee career development in the organization. Nandi and Walangitan's research results (2015); Sumadewi and Suwandana (2017); Hayati and Mestika (2006); Ni'mah (2019); shows that demographic factors (gender, age, length of service, education) influence employee career development. This is supported by research conducted by Harahap & Widyaishwara (2019) which proves that demographic factors are significantly correlated with employee work performance. This is in line with research conducted by Dewi and Suardikha (2015) that demographic factors have an influence on employee work performance. Apart from that, research

conducted by Harahap & Widyaiswara (2019) shows that demographic factors have an influence on employee work performance and career development. The results of research by Harahap & Widyaiswara (2019) show that demographic factors have an influence on work performance. Gaby, et al (2017) which shows that demographic factors have a relationship with employee career development. Research by Ardiansyah, et.al (2014) shows that demographic factors have a significant effect on work performance. Karim & Tajibu's (2018) research shows that demographic factors have a significant effect on work performance. Meanwhile, Cintya's (2015) research shows that demographic factors simultaneously have a significant effect on work performance. Lauhery's (2018) research shows that there is a significant influence between career development and work performance, but shows a very small contribution of 22.7% to work performance.

However, Kawulusan's (2016) research shows that career development has no effect significant to work performance. Meanwhile, research by Susanto & Sari (2013); Nandi & Walangitan (2015); Sumadewi & Suwandana (2017); Syabana & Nurhidayati (2019); examine the work performance variable as an independent variable and career development as a dependent variable which shows the results of work performance positive influential and significant for employee career development. Chaerunniza's (2012) research shows that employee demographic characteristics do not have a significant effect on work performance. Susanto & Sari (2013) found that result of Demographic factors have no effect on career development. Research results of Candra & Ardana (2016); Sumadewi & Suwandana (2017) showed the results that demographic factors has a positive and significant effect on employee career development.

Moving on from the explanation of the background description (theoretical gap) and problem phenomena, career development and work performance are considered important to be re-examined in the development of this research. Several previous researchers explained the various results between the influence of the independent and dependent variables, so it is necessary to carry out an in-depth study regarding the "Influence Environment Non-Physical Work, Job Rotation, Demographic Characteristics on Career Development and Work Performance of Bima City Health Service Employees".

2. RESEARCH METHOD

This research uses associative research methods. The sampling technique used was purposive sampling. Prospective respondents must have certain criteria, namely, the respondents selected are permanent employees of the Bima City Health Service, totaling 42 employees. Instruments used in research, namely a questionnaire. Data were analyzed using multiple regression with the help of the SPSS program.

3. RESEARCH RESULTS AND DISCUSSION (12 Pt)

3.1. Research result

Analysis of Respondent Characteristics

Respondents with male gender were 28 people (67%), respondents with gender of Woman with a total of 14 people (33%). Respondents with a final education of Master's degree were 2 people (5%), a graduate degree level was 32 people (76%), and a diploma degree was 8 people (19%). Respondents aged > 40 years were 8 people (19%), those aged 31-40 years were 29 people (69%), and those aged ≤ 30 years were 5 people (12%).

Descriptive Statistical Analysis

Most of the respondents in the non-physical work environment variable were quite good, because all employees were given the Appropriate job responsibilities. Most of the respondents in the job rotation variable are good, because job rotation is based on job performance. Most of the respondents on the demographic characteristics variable were good, because age is an indicator of

career development and influences a person's level of work performance. Most of the respondents in the career development variable were good, because training had been carried out for employees to increase technical knowledge and skills in career development. Most of the respondents in the work performance variable are good, because the quality of the employee's work is in accordance with the standards set by the company.

Classic assumption test

The normality test results show that the data is normal because the points spread around the diagonal line and follow the direction of the diagonal line, so the regression model meets the normality assumption, which means the data is normally distributed. Meanwhile, the homogeneity test data obtained showed that the points were spread randomly and did not form a particular or irregular pattern. This indicates that heteroscedasticity does not occur in the regression model so that the regression model is suitable for use.

Evaluation Measurement (Outer Model)

Based on the discriminant validity test, it is known that the root of each AVE is greater than 0.5 so it can be concluded that the variables used in the research are valid. All variables analyzed are greater than the highest correlation value between each independent variable and other variables.

Structural Model Evaluation (Inner Model)

The R-square value is 0.661, this shows that there is an influence on-physical work environment (X1), work rotation(X2), and demographic characteristics(X3), in explaining career development (Y1) is 66.1%. Meanwhile, the R-square value is 0.543, this shows that there is an influence non-physical work environment (X1), work rotation(X2), and demographic characteristics(X3), in explaining work performance (Y2) is 54.3%. Whereas

Path Coefficient Testing

The results of testing the relationship between research variables can be seen from the path coefficient and critical point (t-statistic) which are significant at $\alpha = 0.05$. If the results of hypothesis testing on the outer model are significant, it shows that the indicator can be used as an instrument to measure latent variables, whereas if the test results on the inner model are significant it means that there is a meaningful influence between the latent variables.

Table1. Relationship between variables

No	Relationship Between Variables	T-statistics	P value	Conclusion
1	Non-physical work environment* (X1) Career development (Y1)	2,233	0,000	Significant
2	Job rotation* (X2) Career development (Y1)	3,122	0.002	Significant
3	Demographic characteristics * (X3) Career development (Y1)	3,856	0.002	Significant
4	Non-physical work environment* (X1) Work performance (Y2)	3,648	0,000	Significant
5	Job rotation* (X2) Work performance (Y2)	2,683	0,000	Significant
6	Demographic characteristics * (X3) Work performance (Y2)	3,570	0,000	Significant

From the 6 relationships between the proposed variables, all hypotheses were accepted, namely:

- a. H1: The non-physical work environment has a significant influence on career developmentBima City Health Service employee
- b. H2: Job rotation has a significant effect on career developmentBima City Health Service employee
- c. H3: Demographic characteristics have a significant influence on career developmentBima City Health Service employee
- d. H4: The non-physical work environment has a significant effect on work performanceBima City Health Service employee
- e. H5: Job rotation has a significant effect on work performanceBima City Health Service employee
- f. H6: Demographic characteristics have a significant effect on work performanceBima City Health Service employee

3.2. Discussion

Hypothesis 1 states that the non-physical work environment has a significant effect on career development of Bima City Health Service employee. The research results of Yunia, et.al (2017), show that the work environment and career development influence employee performance at the Santika Nusa Dua Hotel, Bali. Zenita's (2016) research results show that the non-physical work environment, career development and employee performance are in the high category. The results of research conducted by Setyawan (2015) stated that non-physical work environment variables had a significant positive effect on career development of employee. Research by Wungkana, et.al (2015) found that the non-physical work environment had a significant positive effect on development of employee career. In contrast to the results of Pratiwi's (2011) research, it was found that there was no significant influence between the work environment and work performance. Furthermore, research by Ghofar and Azzuhri (2012) found that there was no influence between the non-physical work environments on employee career development. Dewi's research (2010) found that there was no influence between the non-physical work environments on employee career development. Then, research by Prasetyo & Nugraheni (2017) shows that work environment variables have no significant effect on employee career development.

Hypothesis 2 states that job rotation has a significant effect on career Development of Bima City Health Service employee. *Job rotation* is the activity of moving employees from one place to another place of work. If job rotation is carried out and implemented well, they will gain experience in various fields of work and have opportunities in interests' development and will get a new atmosphere with a new work environment. Hasibuan (2003) states that the purpose of job rotation is to provide incentives so that employees want to strive for higher career advancement. Research by Chrisdayanti, et.al (2021) states that job rotation has a significant influence on employee career development. Research by Chrisdayanti, et.al (2021) shows that job rotation has a significant effect on career development. Research by Purwanto, et.al (2020) shows the results that job rotation has a significant effect on employee career development. In contrast to the research results of Nugroho (2017), it was found that there was no influence on job rotation and career development of CV employees. Sky Entertainment Jember.

Hypothesis 3 states that demographic characteristics have a significant effect on career developmentBima City Health Service employee. The challenge for managers and HR practitioners is managing employee careers that change from generation to generation taking into account the dynamics of gender factors, region of origin and level of education.

Demographics have an important role in employee career development. Organizations that can understand changes in career expectations, experiences, and attitudes will likely gain a competitive advantage in attracting and utilizing the best talent available within the organization. Nandi and Walangitan's research results (2015); Sumadewi and Suwandana (2017); Hayati and Mestika (2006); Ni'mah (2019); shows that demographic factors (gender, age, length of service, education) influence employee career development. Apart from that, research conducted by Harahap & Widayiswara (2019) shows that demographic factors have an influence on employee work performance and career development. Lauhery's (2018) research shows that there is a significant influence between career development and work performance, but shows a very small contribution of 22.7% to work performance. However, research by Susanto & Sari (2013) found that demographic factors had no effect on career development. Research results of Candra & Ardana (2016); Sumadewi & Suwandana (2017) show results that demographic factors do not have a positive and significant effect on employee career development

Hypothesis 4 states that the non-physical work environment has a significant effect on work performance of Bima City Health Service employee. A good work environment is one of the important things and can help employees work calmly and not make them quickly get bored in doing the work given by their company so that the results will not disappointing for both parties. On the other hand, a bad environment can make employees feel bored quickly and will certainly hinder the performance of their duties. A good physical form in the work environment should include sufficient lighting, good air circulation in the room, and most importantly the completeness of the facilities used to carry out the task. Environmental conditions can influence employee performance, as stated by Robbins (2012), that employees pay great attention to their work environment, both in terms of personal comfort and ease of doing their work well. The research results of Norianggono (2014) show that there is a positive and significant relationship between the non-physical work environment and work performance. The research results of Rena, et al (2019), show that the non-physical work environment has a positive relationship and influence on employee work performance. The results of research conducted by Roring, et.al (2014) stated that the work environment had a significant positive effect on work performance. Togas & Uhing's (2015) research shows that the work environment influences work performance. Meanwhile, the research results of Nurhasanah (2010) show that there is a positive and significant influence, both partially and simultaneously, between the physical environment and the non-physical environment on employee work performance. In contrast to the research results of Fahmi & Hariasih (2016), it shows that the work environment has a negative effect on work performance.

Hypothesis 5 states that job rotation has a significant effect on job performance of Bima City Health Service employee. Job rotation is the most effective method for increasing employee professionalism. With this work rotation method of employee will increase skills from various fields of work, experience, abilities and knowledge related to technological changes, so that it will provide increased performance. However, if job rotation is carried out without being based on knowledge and experience that is appropriate to the employee's abilities then it can have a negative effect in the form of reducing a person's productivity and quality of work. Therefore, work rotation must be carried out with careful planning and measurement. Research conducted by Nanda, et.al (2014) shows the results that job rotation has a significant effect on work performance. Meanwhile, Brotojoyo, et.al (2017) shows research results that work rotation has a significant effect on work performance and has an influential contribution of 40.8% to the work performance variable. The research results of Rahayu & Mohklas (2016) show that work rotation has a significant effect on work performance. In contrast to the research results of Nusantara and Rusdianti (2016), they found rJob rotation has a negative and insignificant effect on employee work performance.

Hypothesis 6 states that demographic characteristics have a significant effect on achievement of Work Bima City Health Service employee. Many things influence employee work performance in a company organization. Wood et al., (2001) explained that work performance is a combination of individual factors, motivation and organizational support. Individual factors that create differences between one person and another are important factors in the study of organizational behavior, one of these factors is demographic factors. Employees as a demographic human resource factor have special characteristics when compared to other resources, so they require special handling so that they are able to continue to excel, so that all work plans that have been determined can run properly.

The results of research by Harahap & Widayiswara (2019) prove that demographic factors are significantly correlated with employee work performance. This is in line with research conducted by Dewi and Suardikha (2015) that demographic factors have an influence on employee work performance. The results of research by Harahap & Widayiswara (2019) show that demographic factors have an influence on work performance. Gaby, et al (2017) which shows that demographic factors have a relationship with employee career development. Research by Ardiansyah, et.al (2014) shows that demographic factors have a significant effect on work performance. Karim & Tajibu's (2018) research shows that demographic factors have a significant effect on work performance. Meanwhile, Cintya's (2015) research shows that demographic factors simultaneously have a significant effect on work performance. However, Kawulusan's (2016) research shows that career development does not have a significant effect on work performance. Chaerunniza's (2012) research shows that employee demographic characteristics do not have a significant effect on work performance.

4. CONCLUSION

Based on the research results, it can be concluded that the non-physical work environment, work rotation, and demographic characteristics have a significant influence on career development and work performance of Bima City Health Service employee

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