



## ABSTRACTS

Recent changes in the business environment, such as the prevailing restructuring and downsizing trend, have resulted in greater numbers of people competing for fewer promotional opportunities. There are several ways to overcome that problems such as transfer and job rotation. Unfortunately, many employees have difficulty associating transfer moves with development. They see them as negative stressors rather than opportunities to develop their skills. There are many drawbacks faced by the company who are employing people, which have low motivation for being mobile. The lack of willingness to be transferred can reduce the organization's ability to respond rapidly to change.

Initial research provide empirical evidence regarding the influence of employees' demographics, community and organizational tenure, and spouse employment status on their willingness to be mobile, perceived ease of movement, and propensity to move to another organization. However little is known about employees' willingness to accept specific movement options such as lateral transfer and job rotation. In addition, employees' perception regarding their career anchors, career plateau and employment goals might have a significant impact on willingness to accept movement opportunities. Therefore, the aim of the research is to understand the determinants of employees' willingness to be transferred and rotated. Identification of employee characteristics that may influence their willingness to accept lateral movement options is important from an organizational perspectives in order to identify employees who may respond favorably to those opportunities and to develop appropriate system that can increasing their motivation.

This research conducted in one of the banks with international reputation particularly in micro banking in Indonesia, PT Bank Rakyat Indonesia (PERSERO). Concerning with time constrain, I Put the research on special focus only in PT Bank Rakyat Indonesia Yogyakarta regional area, which covers the area of Yogyakarta Special Regionand the south part of Central Java.

**Keywords:** Employee development, transfer and job rotation, career anchor, career plateau, employment goal.

