

INTISARI

Berdasarkan *Job Demands-Resources model* (Bakker & Demerouti, 2007), kami melakukan penelitian empiris tentang bagaimana mekanisme rotasi pekerjaan berupa Rotasi Pekerjaan Berdasarkan Inisiatif Pegawai (RPI), Rotasi Pekerjaan Berdasarkan Keputusan Manajemen (RPM), dan Tanpa Rotasi Pekerjaan (TRP) berdampak pada sikap kerja berupa keterikatan kerja, ketegangan kerja, kepuasan kerja, dan komitmen organisasional dan perilaku kerja inovatif. Pengumpulan data dilakukan dengan survei yang disebarakan secara daring melalui *Microsoft Form* kepada para pegawai di Kementerian Keuangan. Terdapat 1.151 kuesioner yang dianalisis menggunakan *Structural Equation Modeling* (SEM) untuk menguji hipotesis penelitian. Hasil penelitian ini menunjukkan keterikatan kerja, kepuasan kerja, dan komitmen organisasional secara sekuensial memediasi secara positif RPI dan RPM terhadap perilaku kerja inovatif. Pada saat yang sama ketegangan kerja, kepuasan kerja, dan komitmen organisasional secara sekuensial memediasi secara negatif pengaruh TRP terhadap perilaku kerja inovatif.

Kata kunci: Rotasi Pekerjaan, Tanpa Rotasi Pekerjaan, Perilaku Kerja Inovatif

ABSTRACT

Based on the Job Demands-Resources model (Bakker & Demerouti, 2007), we empirically investigate how job rotation mechanisms such as Employee-Initiated Job Rotation (RPI), Management-Initiated Job Rotation (RPM), and No Job Rotation (TRP) impact work attitudes, including job engagement, job tension, job satisfaction, organizational commitment, and innovative work behavior. Data collection was conducted through an online survey distributed via Microsoft Forms to employees at the Ministry of Finance. Total of 1,151 questionnaires were analyzed using Structural Equation Modeling (SEM) to test the research hypotheses. The results of this study show that job engagement, job satisfaction, and organizational commitment sequentially mediate the positive effects of RPI and RPM on innovative work behavior. At the same time, job tension, job satisfaction, and organizational commitment sequentially mediate the negative impact of TRP on innovative work behavior.

Keywords: Job Rotation, No Job Rotation, Innovative Work Behavior.