

# Assessing How Employee Job Rotation Affects Workers Productivity In Organizations. A Case Study of Action against Hunger, Kiryandongo District.

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**Abstract:** In 2021, a report will be produced to examine how job rotation affects Kiryandongo's Action against Hunger employees' productivity. The study was motivated by a set of goals, including determining the degree of job rotation at Action against Hunger, determining whether there is a substantial connection between worker job rotation and productivity of employees, and learning more about the difficulties Action against Hunger, Kiryandongo District, is currently facing. The data were tested using the Pearson linear correlation coefficient as part of a case study research methodology. The 160 people who make up the formal staff are included in the statistics. 108 people who worked in the human resources division of Action against Hunger were chosen as the sample size. Two common surveys (questions about employee productivity and job rotation) were used to gather the necessary data. The coefficient represents the connection between the independent variable of job redesign and advancement and the dependent variable of work performance, which ranges from 0.80 to 0.57. It is clear that independent variables influence the dependent variable's proportion of changes. Here, relevance is computed as 0.8001. It verifies the relevance of the connection between the two variables with a 0.80 confidence level because it is less than the significance error (0.01). Hence, statistical evidence supports a significant association among job redesign and productivity of employees in a business.

**Keywords:** Employee job rotation, workers' productivity and hunger

## Background of the study

Globalization, technological advancements, and other factors are starting to drastically alter the work market (Lamprecht, 2002; Rodriguez & De Pablos, 2002). This has prompted the necessity for enterprises to start honing their competencies, such as through the practice of job rotation for enhanced effectiveness and efficiency.

Recent studies have revealed that the majority of organizations and large businesses, including banks, have been rotating jobs among their staff members without consciously trying to increase profitability.

Workforce diversity amongst employees is one of Red Sea University's human resources department's objectives. Workforce diversity is the deliberate switching of employees between occupations; it also includes lateral transfers, which allow workers to switch between jobs. According to research done in Somalia by Adomi (2006) and Robbin (1996), switching up an employee's employment can decrease monotony and makes it available by changing up their daily tasks. When employees have a wide range of abilities and are flexible in how they manage their work, it improves the life of the businesses.

According to Kaymaz (2010), job rotation has five additional advantages, including a decrease in boredom, a gain in knowledge, skill, and competency, management preparation, the ability to choose the best job for one's skills and abilities, and the fostering of social relationships.

A job rotation system should be put in place for a variety of reasons, according to Adjei (2012), including the possibility for improved product quality, allowing employees to explore different career pathways, and—possibly most importantly—avoiding job monotony and monotony. (Sharif 1999) concentrated on the effect of job rotation on productivity of workers at universities in Mecca Province - Saudi Arabia. It revealed that the teaching staff applied job rotation optionally and this finished managerial corruption.

## Specific objectives;

1. To find out the effect of job rotation on the job training at Action against hunger Kiryandongo District.
2. To find out the effect of job rotation on orientation or induction training and technical training at Action against hunger Kiryandongo District.
3. To investigate whether there is a significant relationship between employee job rotation and employee productivity at Action against hunger Kiryandongo District.

## Research questions

1. What is the effect of job rotation on the job training at Action against hunger Kiryandongo District.?
2. What is the effect of job rotation on orientation or induction training and technical training at Action against Hunger Kiryandongo District?
3. Is there a significant relationship between employee job rotation and employee productivity at Action against hunger Kiryandongo District.?

## Methodology

### Research Design

The study's case study methodology was employed. This method was employed to convey the character of the circumstance. Data were gathered using a questionnaire that was self-administered. In the study, a trustworthy scale with four Likert scales ranging from 1 to 4 was utilized for the parameter job rotation, profitability, and organizational citizenship behavior (Strongly Agree to Strongly Disagree).

### Research Participants

160 people were the study's intended audience, and 108 employees were included in the sample size. Workers, managers, executives, and other participants engaged either directly or indirectly in the ongoing operational operations of inspections, deliveries, financing, and expenditures of all kinds made up the key interviewees.

These employees are selected because majority of them engage in daily transaction of their respective desks/sections in Action against Hunger.

### Sampling Procedure

There was interviews on appointment and questions collected with or without response.

Choice of respondents was based on three techniques; stratified sampling hence the respondents were to be grouped into strata, purposive sampling thus the strata was based on only intended respondents and simple random sampling hence any strata would be adopted to represent the entire population. Stratified sampling ensures that all categories of respondents are represented; while simple random sampling was given to each respondent as a chance of representation and purposively to cater for those participants under the study.

### Methods of Data Collection

The data collecting tools are basically self questionnaires with open- and tightly questions that participants must complete to the best of their knowledge with the options provided in order to stay within the parameters of the study. During in the process of gathering data, interviews were carried out in which the researcher asked questions and participants responded according to a predetermined portion.

In addition to the discussion, a content analysis of several sections or branches was conducted to evaluate their effectiveness.

### Interview guide

To obtain first-hand data, learn from the responder, and close the information asymmetries between the inquiry and what was actually occurring on the ground, an interview guide was employed. Face-to-face interviews would be conducted by the researcher with those respondents who are crucial to the study since they allow for the collection of data necessary to both support the study and provide a starting point.

### Questionnaire guide

There was both open (allowed for more opinion on the study) and close ended questionnaire concentrated on the intended data Appendix II. Questionnaires are efficient data collection tools, for this particular case, the researcher was personally administering the questionnaires to the targeted respondents. The preference for the questionnaire is upon the fact that they save time especially when handling a large study population scattered geographically and could be stored for future reference.

### Data Analysis

Data analysis involved editing, categorizing, and tabulating the collected data sets.

Frequencies and percentage distribution was used to determine the profile of the respondents.

Means score were used to determine Job rotation and Employee productivity.

The data was analyzed with the help of Statistical Package of Social Scientist (SPSS).

**RESULTS****The effect of job rotation on job training at Action against Hunger, Kiryandongo district.****Table 1 Effect of job rotation on job training**

Response	Frequency	Percentage
agree	172	95%
disagree	9	5%
Total	181	100%

Source: field data (2022)

The study revealed that 95% of the respondents agreed that job rotation affects job training in Kiryandongo district, 5% of the respondents disagreed with the statement, this implies that most of the employees are affected by job rotation factors.

**The effect of Job rotation on orientation at Action against Hunger Kiryandongo district****Table 2 Effect of job rotation on orientation**

Response	Frequency	Percentage
agree	154	85.1%
disagree	18	9.9%
not sure	9	5%
Total	181	100%

Source: field data (2022)

The study revealed that 85.1% of the respondents agreed that job rotation affects orientation of employees, 9.9% of the respondents disagreed with the statement, 5% of the respondents were not sure about the statement, the findings from the study imply that job rotation affects orientation at Action against hunger Kiryandongo district.

**The relationship between employee job rotation and employee productivity at Action against hunger Kiryandongo district.****Table 3 shows the relationship between employee job rotation and employee productivity.**

Response	Frequency	Percentage
agree	148	81.8%
disagree	33	18.2%
Total	181	100%

Source: field data (2022)

The study revealed that 81.8% of the respondents agreed that there is a significant relationship between employee job rotation and employee productivity, 18.2% of the respondents disagreed with the statement.

**Demographic Characteristics**

**Respondents’ Age**

The research findings aimed at getting the range between the different age groups of the respondents as follows:

**Table 4: Showing Frequency and percentage distribution of the respondents’ age group**

Category	Frequency	Percentage (%)
Below 25 years	34	32%
25—35 years	40	37%
36—45 years	22	20%
46andabove	12	11%
Total	108	100%

Source: Primary data 2022

According to Table 4, the study findings show that; the category of the age group below 25 years were 34 (32%) of the respondents that took part in this study, majority of the respondents were between the age of 25-3 5 years with 40 (3 7%). while a few of them were around 36-45 years with 22(20%) and the least of 12(11%) were of 46 and above years.

**Gender of the respondents**

The table aimed at determining the differences in gender of the respondents and the results of the findings are as follows:

**Table 5: Frequency and percentage of the respondent’s sex**

Category	Frequency	Percentage (%)
Male	65	60%
Female	43	40%
Total	108	100%

According to table 4.2, the study findings showed that majority of the respondents were male with 65(60%) while the rest of 43 (40%) were female

**The level of Marital status of respondents**

The research findings aimed at getting to know the marital status levels of respondents within the organization and how it contributes to the productivity as shown in the table 4.3 below.

**Table 6: Frequency and percentage of the respondents’ levels of marital status**

Category	Frequency	Percentage (%)
Single	43	40%
Married	61	56%
Divorced	4	4%
Total	108	100%

From the findings in table 4.3, it was stressed that the levels of marital status showed that 43 (40%) were singles, majority of the workers were married with 6 1(56%) and the least of 4 (4%) were identified as divorced workers

**Level of Education**

The research findings aimed at getting the education differences in a bid to identify who are entitled to which position or post they hold in the organization as shown in the table 4.4

**Table 7: Frequency and percentage of the level of education**

Category	Frequency	Percentage (%)
Diploma	33	31%

Bachelors	56	52%
Masters	14	13%
Ph.D.	5	4%
Total	108	100%
Source: Primary data 2022		

From the findings in table 4.4, showed that diploma holders were 33(31%), most of the workers in the organization were holding Bachelor’s degree with a 56 (52%) which was basically high according to the study, a few of them were master’s degree holders with 14(13%) and the least number of 5(4%) were holding PhDs, this showed that most employees in the organization were educated.

**The number of years spent at the organization.**

The research findings aimed at identifying the number of years spent at the organization by the respondents, this was done in bid to identify the old and newly recruited workers to support the strategy of job rotation in the organization as shown below in the table

**Table 7: Frequency and percentage of the respondents’ years spent at the organization.**

Category	Frequency	Percentage (%)
1-3years	12	11%
4-6 years	34	32%
7 and above	62	57%
Total	108	100%

Source: Primary data 2022

From the obtained data, it was evident that a few of about 12(11%) were those who had spent 1-3 years, 34(32%) were those that had spent 4-6years and the majority of workers of 62 (57%) had spent many years at the organization of about 7 and above years. This factor can be attributed to how better the strategy of job rotation was to work at the organization.

**Discussion of Research Findings.**

Research revealed that 60% of the employees of Action against Hunger in the Kiryandogo District were men and 40% were women. 40% of them were single, 56% were married, and 4% were divorcés of either sex. In terms of age, 32% were under 25, 37% between 25 and 35, 20% between 36 and 45, and 11% were above 45. 11% had less than four years of job experience, 32% had four to six years, and 57% had far more than seven years. 31% had a diploma, 52% had a bachelor's degree, 13% had a master's, and 4% had a doctorate.

The main hypotheses emphasize that work rotation and staff productivity at Action over Hunger, Kiryandongo have a substantial relationship.

PW CORR	employee productivity	job training	induction training	job rotation
employee productivity	<b>1.00000</b>			
job training	<b>0.235</b> <b>0.0014</b>	<b>1.0000</b>		
induction training	<b>-0.769</b> <b>0.564</b>	<b>0.342</b> <b>0.5067</b>	<b>1.000</b>	
job rotation	<b>0.645</b> <b>0.000</b>	<b>0.231</b> <b>0.987</b>	<b>0.1242</b> <b>0.0498</b>	<b>1.000</b>

Ho: There is no significant relationship between the effect of job training and the employee productivity of the selected schools in Kiryandongo district

Ha: There is a significant relationship between the effect of job training and the employee productivity of the selected schools in Kiryandongo district

Ho: There is no significant relationship between the effect of induction training and the employee productivity of the selected schools in Kiryandongo district

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The correlation coefficient of 0.235 indicates a somewhat positive relationship between employee efficiency and job learning. This indicates that although the two variables are related, their mutual influence is not great. Since the p-value (0.0014) is less than 0.05, the link is significant at the 5% level of significance.

The effect of induction programme on employee productivity is strongly negatively correlated, as indicated by the correlation value of -0.769. The two variables are therefore unconnected. As the p-value (0.564) > 0.05, the link is not significant at the 5% threshold of importance.

The moderately positive association among succession planning and productivity of employees is indicated by the correlation coefficient of 0.645. This indicates that although the two factors have a connection, their mutual influence is not great. Since the p-value (0.0000) < 0.05, the association is meaningful at the 5% threshold for statistical significance

### **Conclusions**

Based on the report's results, which demonstrate that the technique of work rotation has a substantial impact on high performance. This indicates that businesses are more likely to do well as they increase employment rotation. As a result, it is thought that the leadership of the business needs to take into account the intensity of this connection and concentrate on sustaining an elevated workforce that results from a strategy of job rotation. The results also imply that the firm's management of human resources boards ought to be aware of how employees view career development and how it impacts their emotional emancipation.

### **Recommendations**

The researcher advises that work engagement and professional contentment are effective on an individual's modes and as a result, that person attempts to maintain his or her job or placement and as a direct consequence, he or she will have better and more attractive achievement even though his or her effectiveness is related to happy feeling and the institution. The study's research findings on the effect and significance of succession planning in organisational and staff productive output were mentioned.

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