

The Impact of Job Rotation on Performance among the Employees of Commercial Banks at Hebron Governorate

Ameen Sharawi

Abstract

The study aimed at identifying the impact of job rotation on performance among the employees of commercial banks at Hebron governorate. The study approached the literature as a multi-dimensional phenomenon, which addressed both theoretical and applied research. The significance of this recent study is the first, which dealt with this theme, to the authors' knowledge, which in turn encourages other researchers to address this important topic on further research.

To achieve this end, the study adopted the quantitative research approach using the survey method which comprised of a sample size of (115) employees in the commercial banks at Hebron governorate, that are Palestine Bank and Housing Bank. The questionnaire is appropriate for the exploratory nature of the research, which consists of 44-items. Data were analyzed using the statistical package for social sciences (SPSS).

The results revealed that the employees of commercial banks at Hebron governorate experienced a high level of job rotation and performance. The mean scores and standard deviation were (M 3.96 SD 0.68; M 4.10 SD 0.46) respectively. The study revealed the determinant effect of job rotation on improving the performance among the employees of commercial banks at Hebron governorate. It was found that when job rotation increases, the employees' performance increases and vice versa.

The findings of the study revealed no significant statistical differences in job rotation and performance among the sampled population due to the study variables that are, gender, age, educational level, experience, and profession.

The above findings confirm the value of job rotation on improving the performance among the employees of commercial banks at Hebron governorate, and recommend for adopting the job rotation strategy that encourages employees to manage their own behavior, autonomy, and self-

motivation that are most conducive to creativity and performance; the need to establish a system of incentives and rewards, which in turn encourages employees to self-development, innovation, creativity and performance; and finally, further research is essential in the area of job rotation and performance using the qualitative research design.

Keywords: Job rotation, performance, employees, commercial banks, Hebron governorate.

Additional information

Hamad, Afif. Committee President, Assistant Professor of Economics, Department of Business Administration, Faculty of Business & Economics, Al-Quds University, Main Campus, Jerusalem- Abu Dies, Palestine.

Awad, Ibrahim. Internal Examiner, Associate Professor of Economics and Econometrics, Institute of Sustainable Development, Al-Quds University, Main Campus, Jerusalem- Abu Dies, Palestine.

Krunz, Sadi. External Examiner, Assistant Professor of Management, Department of Business Administration, Faculty of Business & Economics, Al-Quds University, Main Campus, Jerusalem- Abu Dies, Palestine.

Number of Pages: 128. Number of References: 77. Defense Date: February 27, 2019.

HOW TO CITE THIS PAPER

Sharawi, A. (2019). The Impact of Job Rotation on Performance among the Employees of Commercial Banks at Hebron Governorate. *International Humanities Studies*, 6(2), 40-41.

ABOUT THE AUTHOR

Ameen Sharawi, MA. Sustainable Rural Development, Institute of Sustainable Development, Al-Quds University, Main Campus, Jerusalem- Abu Dies, Palestine. Manager, Sharawi Company for Ceramics, Dura, Hebron, Palestine. ameen.sharawi@gmail.com