

The Factors that Influence Job Transfer and Its Impact on Organizational Performance: Mini-Review Approach

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Abstract

Job transfer is a way for an individual to obtain more experience and exposure. Because fewer individuals inhabit each successive layer as they ascend the organizational hierarchy, it is frequently more available than a promotion. Various strategies for implementing activities continue to be developed by both Human Resources (HR) practitioners and researchers who regulate the organizational structure, human capital, employee performance, employee satisfaction, and task execution. Many studies have been conducted to identify the factors that influence employee transfer positions. This study aims to provide an overview of other factors that can encourage the success of job transfer. This study explicitly analyzes the content and context of the relationship between job transfer and organization, resources, learning and development, rewards, and employment relationships. This study uses a qualitative method by reviewing 27 journals from previous researchers. This study showed an association between variables such as organization, resources, learning and development, remuneration, and employee relations on the transfer of positions either directly or indirectly through motivation as an intermediate variable. Furthermore, this study found that organization, resources, learning and development, remuneration and employment relations, remuneration and employment relations affect directly or indirectly the transfer of positions. Thus, we expected to provide a new theory in predicting employee performance improvement through job transfers for improving organizational performance.

Keywords

Resources, Learning and Development, Remuneration, Employee Relations, Job Transfer, Organizational Performance, Mini-Review Approach.