

**A SURVEY OF HUMAN RESOURCE DEVELOPMENT
PRACTICES BY IMPLEMENTING JOB ROTATION**

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ABSTRACT:-

This paper consists of examining the effect of job rotation and employees performance in the business organization. The paper is mainly concerned with the impact of job rotation on productivity, enhancement of the skill and talent and correcting the irregularities of employees working in an organization. The paper reveals that, the relationship between the job rotation and employee performance is significant and favorable in nature. The knowledge and skills gained through job rotation process boost the productivity and also even help the management to detect the problems and find solutions for it. On the basis of this paper, it is recommended that the job rotation should be practiced by the management and should build a viable and up to date internal control system and the employees who are caught in wrong practices should be punished accordingly.

INTRODUCTION:-

Job rotation is a tool which is used by the employers to enhance the knowledge, skill and talent of their employee. This technique helps in identifying the different types of hidden factors or talent in their employee which can help in the growth of the employee as well as development of the organization. Job rotation process helps in building a strong relationship between the employees and organization. It is a technique which may encourage the employee to take up the new challenges and try to make creative and innovative ideas from it. Sometimes job rotation gives a little bit of stress but it helps in building up of mental stability and also helps comparing the capabilities of an individual. The research paper consist of examining the effects of job rotation and employees performance in the business organization.