



THE EFFECT OF MUTATION ON ANXIETY AND PRODUCTIVITY IN THE NEW WORKPLACE OF EDUCATIONAL STAFF AT UIN PALOPO

PENGARUH MUTASI TERHADAP KECEMASAN DAN PRODUKTIVITAS DI TEMPAT KERJA BARU BAGI TENAGA KEPENDIDIKAN DI UIN PALOPO

Mardiana^{1*}, H. Alauddin², Zulkarnain³, H. Sukirman⁴, Ahmad Munawir⁵

^{1*}Universitas Islam Negeri Palopo, Email : mardianaalimuddin008@gmail.com

²Universitas Islam Negeri Palopo, Email : drs_alauddin@uinpalopo.ac.id

³Universitas Islam Negeri Palopo, Email : zulkarnain@uinpalopo.ac.id

⁴Universitas Islam Negeri Palopo, Email : sukirman_ss@uinpalopo.ac.id

⁵Universitas Islam Negeri Palopo, Email : ahmad_munawir@iainpalopo.ac.id

*email koresponden: mardianaalimuddin008@gmail.com

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Abstract

This study examines the effect of employee mutation on anxiety and productivity in the new workplace of educational staff at UIN Palopo. This study aims to determine the effect of mutation on anxiety, the effect of mutation on productivity, and the relationship between anxiety and productivity among educational staff at UIN Palopo. This research employed a quantitative approach with a causal associative design. The sample consisted of 65 educational staff. Data were collected using a Likert-scale questionnaire. Data analysis was conducted using descriptive and inferential statistics with the assistance of IBM SPSS Statistics. The results showed that mutation had a positive and significant effect on employee anxiety, with a significance value of $0.000 < 0.05$ and a coefficient of determination of 48%. Mutation also had a positive and significant effect on productivity, with a significance value of $0.000 < 0.05$ and a coefficient of determination of 43%. Meanwhile, the correlation between anxiety and productivity was 0.198 with a significance value of $0.114 > 0.05$, indicating that the relationship was not significant. Therefore, mutation had an effect on anxiety and productivity, while anxiety did not have a significant relationship with the productivity of educational staff at UIN Palopo.

Keywords : Mutation, Anxiety, Productivity, Educational Staff.



Abstrak

Penelitian ini mengkaji pengaruh mutasi pegawai terhadap kecemasan dan produktivitas di tempat kerja baru bagi tenaga kependidikan di UIN Palopo. Penelitian ini bertujuan untuk mengetahui pengaruh mutasi terhadap kecemasan, pengaruh mutasi terhadap produktivitas, serta hubungan antara kecemasan dan produktivitas di kalangan tenaga kependidikan UIN Palopo. Penelitian ini menggunakan pendekatan kuantitatif dengan desain kausal-asosiatif. Sampel penelitian terdiri dari 65 orang tenaga kependidikan. Pengumpulan data dilakukan menggunakan kuesioner berskala Likert. Analisis data dilakukan menggunakan statistik deskriptif dan inferensial dengan bantuan perangkat lunak IBM SPSS Statistics. Hasil penelitian menunjukkan bahwa mutasi berpengaruh positif dan signifikan terhadap kecemasan pegawai, dengan nilai signifikansi $0,000 < 0,05$ dan koefisien determinasi sebesar 48%. Mutasi juga berpengaruh positif dan signifikan terhadap produktivitas, dengan nilai signifikansi $0,000 < 0,05$ dan koefisien determinasi sebesar 43%. Sementara itu, korelasi antara kecemasan dan produktivitas adalah sebesar 0,198 dengan nilai signifikansi $0,114 > 0,05$, yang menunjukkan bahwa hubungan tersebut tidak signifikan. Dengan demikian, mutasi berpengaruh terhadap kecemasan dan produktivitas, sedangkan kecemasan tidak memiliki hubungan yang signifikan dengan produktivitas tenaga kependidikan di UIN Palopo.

Kata Kunci : Mutasi, Kecemasan, Produktivitas, Tenaga Kependidikan.

1. INTRODUCTION

Mutation is one form of human resource management carried out by organizations to meet organizational needs while providing opportunities for employees to gain new experiences and skills. Mutation can be a form of human resource development because employees gain work experience in different environments and tasks. This can help employees develop their abilities and adjust to organizational needs. In higher education environments, educational staff play an important role in supporting the implementation of administrative services and academic activities. Therefore, the placement of educational staff needs to be done by considering organizational needs and employee capabilities. Properly conducted mutation is expected to help organizations improve work effectiveness and employee productivity.

Mutation also causes employees to face changes in the work environment. These changes can include changes in tasks, colleagues, communication patterns, and job demands. This condition can cause anxiety for employees who must adapt to a new work environment. Work anxiety can affect the psychological condition of employees and the way employees carry out their duties. Research on work anxiety shows that anxiety can be related to various conditions in the workplace. Work anxiety can be related to decreased productivity because employees experience fatigue, lack of confidence, and difficulty interacting with the work environment. High anxiety can be related to absenteeism, work errors, delays in completing tasks, as well as disruption of concentration and cognitive abilities of employees. Work pressure, lack of social support, and role ambiguity can reduce employee motivation to work. Work productivity is one of the important aspects in achieving organizational goals. Productivity is influenced by individual abilities, work experience, motivation, and a supportive work environment. Mutation that is appropriate to the competence of employees can be one way to improve work productivity. Based on these conditions, mutation needs to be viewed not only from the side of organizational needs, but also from the side of the condition of educational staff who experience transfers. Educational staff need an adaptation process in order to carry out their duties optimally in their new workplace.

Based on the above description, this study aims to determine: (1) the effect of mutation on anxiety in the new workplace of educational staff at UIN Palopo; (2) the effect of mutation on productivity in the new workplace of educational staff at UIN Palopo; and (3) the relationship between anxiety and productivity of educational staff in the new workplace at UIN Palopo.



2. RESEARCH METHOD

This research used a quantitative approach with a causal associative research type. This research consisted of three variables, namely mutation as the independent variable (X), anxiety (Y₁), and productivity (Y₂), as the dependent variables.

The population in this study was the educational staff at UIN Palopo. The research sample consisted of 65 people. Sampling was conducted using proportionate stratified random sampling technique.

Table 1. Number of Educational Staff Samples at UIN Palopo

No	Employee Position	Number of Employees	Employee Sample
1	CPNS Employees	8	$8/186 \times 65 = 3$
2	Employees	68	$68/186 \times 65 = 24$
3	PPPK Employees	85	$85/186 \times 65 = 30$
4	New Pramubakti	25	$25/186 \times 65 = 8$
	Total	186	65

The research sample consisted of 65 people and sampling was conducted using proportionate stratified random sampling technique. This technique was used by considering the division of educational staff based on strata so that each stratum obtained a proportional number of samples. Data collection techniques were carried out using questionnaires with a Likert scale. The research instrument was compiled based on the variables studied and was used to measure respondents' perceptions quantitatively. Answer scores consisted of five choices, namely strongly agree, agree, somewhat agree, disagree, and strongly disagree. The instrument was first tested for validity and reliability before being used in research data collection.

Data were analyzed using descriptive statistics and inferential statistics. Inferential analysis included normality tests, Pearson Product Moment correlation tests, simple linear regression, t-tests, F-tests, and coefficient of determination (R²). All data processing was carried out with the assistance of the IBM SPSS Statistics program.

3. RESULT AND DISCUSSION

Results

1. The Effect of Mutation on Anxiety

The research results showed that mutation had a positive and significant effect on the anxiety of educational staff at UIN Palopo. The analysis results showed a coefficient of determination (R²) value of 0.480 or 48%. This means that mutation contributed 48% to the anxiety of educational staff, while the remaining 52% was influenced by other factors not examined. The F-test results showed an F-calculated value of 58.192 with a significance value of $0.000 < 0.05$. The t-test results showed a t-calculated value of 7.628 with a significance of $0.000 < 0.05$. Thus, mutation had a positive and significant effect on the anxiety of educational staff.

2. The Effect of Mutation on Productivity

The research results showed that mutation had a positive and significant effect on the productivity of educational staff. The R Square value was 0.430 or 43%, which means that mutation contributed 43% to the productivity of educational staff, while the remaining 57% was influenced by other factors. The ANOVA test results showed an F-calculated value of 47.517 with a significance of $0.000 < 0.05$.

The regression equation obtained was:

$$Y = 15.542 + 0.197X$$

The equation shows that the constant of 15.542 is the productivity value when mutation is zero. The regression coefficient of 0.197 indicates that each increase of one unit in the mutation variable will increase productivity by 0.197 units. The t-test results showed a t-calculated value of 3.924 with a significance value of $0.000 < 0.05$. Thus, mutation had a positive and significant effect on the productivity of educational staff.



3. The Relationship Between Anxiety and Productivity

The Pearson correlation test results showed a correlation coefficient value of 0.198 with a significance value of 0.114. Because the significance value of $0.114 > 0.05$, the relationship between anxiety and productivity was not significant. The correlation value of 0.198 also showed that the relationship between the two variables was in the very low category. Thus, there was no significant relationship between anxiety and the productivity of educational staff at UIN Palopo.

Discussion

1. The Effect of Mutation on Anxiety in the New Workplace of Educational Staff at UIN Palopo

The research results showed that mutation had a positive and significant effect on the anxiety of educational staff with a contribution of 48%. These results indicate that changes experienced by employees due to mutation can be related to the emergence of anxiety when facing a new work environment.

Mutation causes educational staff to make adjustments to the work environment, tasks, colleagues, communication patterns, and job demands. These changes can create uncertainty for employees, requiring good adaptation skills. Work anxiety in the thesis, which shows that changes and demands of the work environment can be one of the conditions that affect the psychological state of employees. Thus, the implementation of mutation should not only consider organizational needs, but also pay attention to employee readiness.

2. The Effect of Mutation on Productivity in the New Workplace of Educational Staff at UIN Palopo

The research results showed that mutation had a positive and significant effect on the productivity of educational staff with a contribution of 43%. Mutation can be part of human resource development because it provides opportunities for employees to gain new experiences and skills. Productivity is influenced by individual abilities, work experience, motivation, and a supportive work environment. Placement of employees through mutation that is appropriate to their competencies can be one way to support work productivity.

The regression results that produced a positive coefficient of 0.197 indicate that properly conducted mutation can be followed by an increase in the productivity of educational staff. However, the R^2 value of 43% also shows that there are still other factors of 57% that affect productivity. Thus, mutation can be one strategy in human resource management, but its implementation needs to be adjusted to the abilities and competencies of employees and accompanied by direction and guidance so that the adaptation process can run well.

3. The Relationship Between Anxiety and Productivity in the New Workplace of Educational Staff at UIN Palopo

The research results showed that anxiety and productivity had a correlation of 0.198 with a significance of 0.114. This means that the relationship found was in the very low category and was not significant.

Work anxiety can be related to decreased productivity because employees experience fatigue, lack of confidence, and difficulty interacting with the work environment. High anxiety can be related to absenteeism, work errors, delays in completing tasks, and disruption of concentration.

The research results at UIN Palopo showed that the relationship was not significant. This indicates that the productivity of educational staff is likely influenced by various other factors. Anxiety experienced by employees does not automatically cause productivity to decrease.

These differences can occur because each educational staff member has different adaptation abilities, work experience, motivation, and work environment conditions. Therefore, although anxiety needs to be considered in the mutation process, anxiety is not the only factor that determines the productivity of educational staff.



4. CONCLUSION

Based on the research results, it can be concluded that:

Mutation had a positive and significant effect on the anxiety of educational staff at UIN Palopo, with a significance value of $0.000 < 0.05$ and a contribution of 48%. Mutation had a positive and significant effect on the productivity of educational staff at UIN Palopo, with a significance value of $0.000 < 0.05$ and a contribution of 43%. The regression equation is $Y = 15.542 + 0.197X$. There was no significant relationship between anxiety and the productivity of educational staff at UIN Palopo, with a correlation value of 0.198 and a significance of $0.114 > 0.05$.

Thus, mutation is one of the factors that affects the anxiety and productivity of educational staff, while anxiety was not proven to have a significant relationship with productivity in this study.

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