

ABSTRACT

This study aims to analyze the effect of job transfer on job performance with job stress as a moderating variable among employees of PT PLN (Persero) Central Java and D.I. Yogyakarta Distribution Unit. Employing a quantitative causal design and purposive sampling, the research involved 194 respondents who had experienced job transfers within the past year. Data were collected using structured questionnaires and analyzed with Partial Least Squares Structural Equation Modeling (PLS-SEM).

The findings reveal that job transfer has a positive and significant effect on job performance. Interestingly, job transfer also shows a significant negative effect on job stress, indicating that better-managed job transfers are associated with lower levels of employee stress. Furthermore, job stress is found to negatively moderate the relationship between job transfer and job performance, where higher stress levels weaken the positive impact of job transfer on performance.

These results highlight that the effectiveness of job transfer policies is highly influenced by employees' psychological conditions, emphasizing the need for organizations to manage stress effectively as part of their human resource development strategies. The study contributes theoretically by positioning job stress as a psychological moderator in the effectiveness of job transfer and offers practical recommendations for more adaptive and employee-oriented transfer management.

Keywords: *job transfer, job performance, job stress, moderation, PLS-SEM, PT PLN*