

## **ABSTRAK**

*Penelitian ini bertujuan untuk mengetahui pertimbangan pegawai Direktorat Jenderal Pajak mengikuti program Internal Job Vacancy (IJV) dan praktik adaptasi pascapenempatan di unit kerja baru. Penelitian ini menggunakan pendekatan kualitatif dengan mewawancarai informan yang dinyatakan lulus IJV dan berasal dari Direktorat Jenderal Pajak. Penelitian ini mendeskripsikan berbagai pertimbangan informan mengikuti program IJV yang kemudian disandingkan dengan teori relevan dan dikategorikan menjadi empat kategori utama yaitu homebase, passion, kebijakan organisasi, dan kepuasan kerja. Lebih lanjut, penelitian ini juga memaparkan fenomena culture shock dan praktik adaptasi di unit kerja baru. Praktik adaptasi diklasifikasikan menjadi dua kategori yaitu adaptasi terkait pekerjaan dan perangkatnya, serta adaptasi dengan rekan kerja. Adaptasi terkait pekerjaan dan perangkatnya melibatkan pegawai yang berpartisipasi dalam pelatihan, melakukan pembelajaran mandiri, dan learning by doing, sedangkan praktik adaptasi dengan rekan kerja melibatkan pegawai untuk berkomunikasi terbuka dan membiasakan diri dengan praktik komunikasi kepada atasan yang mencerminkan hierarki dalam lingkungan kerja.*

*Kata kunci : Internal job vacancy, turnover intention, intention to leave, mutasi, praktik adaptasi.*

## **ABSTRACT**

*This research aims to investigate the considerations of employees at the Directorate General of Taxes in participating in the Internal Job Vacancy (IJV) program and their post-placement adaptation practices in recent workplace. The study adopts a qualitative approach by interviewing individuals who have successfully completed the IJV program and are affiliated with the Directorate General of Taxes. The research describes the various considerations reported by the participants regarding their decision to participate in the IJV program, which are then compared with relevant theories and categorized into four main categories: homebase, passion, organizational policies, and job satisfaction. Furthermore, the research also explores the phenomenon of culture shock and adaptation practices in the recent workplace. The adaptation practices are classified into two categories: job-related and equipment-related adaptation, as well as adaptation with colleagues. Job-related and equipment-related adaptation involves employees participating in training, engaging in self-directed learning, and adopting a "learning by doing" approach. On the other hand, adaptation with colleagues involves open communication and familiarizing oneself with communication practices, including hierarchical communication with managers, within the work environment.*

*Keywords: Internal job vacancy, turnover intention, intention to leave, mutation, adaptation practices.*