

The Achievement of Goals Related to Employee Performance in Private Sector Organizations Provides Significant Insights

Reza Pratama¹, Siti Ayudita Kusumah², Rahayu Endang³ and Wilhelmus Hary Susilo^{4*}

^{1,2,3,4}Postgraduate, Faculty of Business and Management, University of Persada, Indonesia

ORCID:000-0002-6758-1159, SCOPUS ID: 56539508300, WOS ID: HNC-4125-2023

DOI - <http://doi.org/10.37502/IJSMR.2024.71007>

Abstract

The accomplishment of objectives within the context of employee performance in private sector organizations offers valuable perspectives for the advancement of Goal-Setting Theory. The researchers observed that private banking experienced a decline in employee performance during the pandemic. This study aims to address the existing research gap concerning the factors influencing employee performance. Additionally, the innovative findings from this research contribute to the understanding of a model designed to enhance employee task performance, thereby enriching the theoretical framework of goal-setting motivation integrated into a new business support platform for sustainable operations. Consequently, the research methodology was implemented according to a validated strategy, employing data analysis that encompassed all latent variables and their respective dimensions. The overall findings significantly advance the body of knowledge related to Goal Setting Theory (GST), facilitating a synthesis aimed at improving employee task performance.

Keywords: employee task performance, GST, business development, business model

1. Introduction

Employee performance refers to the effectiveness and efficiency with which an individual executes their job responsibilities within an organization. It encompasses various factors, including the quality of work produced, the ability to meet deadlines, and the overall contribution to team objectives. Evaluating employee performance is crucial for identifying strengths and areas for improvement, which can subsequently inform training and development initiatives. Furthermore, understanding performance metrics can aid in aligning individual goals with organizational objectives, ultimately fostering a more productive work environment. The evaluation of employee performance entails a structured analysis of the contributions and overall effectiveness of individuals within a workplace. This appraisal process is essential for gaining insights into how effectively employees fulfil their designated roles and responsibilities

Employee performance is defined as the degree of effectiveness and efficiency with which an individual carries out their job duties within an organization. This concept includes a range of elements, such as the calibre of work delivered, the capacity to adhere to deadlines, and the overall impact on team goals. Assessing employee performance is vital for recognizing both strengths and areas that require enhancement, which can subsequently guide training and development programs. Additionally, a comprehensive understanding of performance metrics can facilitate the alignment of personal objectives with those of the organization, thereby

promoting a more efficient and productive workplace. The process of evaluating employee performance involves a systematic examination of individual contributions and overall effectiveness within the work environment, providing valuable insights into how well employees meet their assigned roles and responsibilities.

Employee performance is defined by the extent to which an individual successfully and efficiently executes their job responsibilities within an organization. This notion encompasses various factors, including the standard of work produced, the ability to meet deadlines, and the overall contribution to team objectives. Evaluating employee performance is crucial for identifying both strengths and areas for improvement, which can subsequently inform targeted training and development strategies. Furthermore, a comprehensive understanding of performance indicators can facilitate the alignment of personal goals with the overarching objectives of the organization, ultimately fostering a more productive work environment. The evaluation process entails a systematic examination of individual contributions and effectiveness, providing valuable insights into how well employees fulfill their assigned roles and responsibilities. To substantiate the comprehensive hypotheses, it is imperative to investigate the distinct elements of employee task performance within the private banking sector in Jakarta, taking into account all pertinent predictor variables. The researcher seeks to bridge the existing gap in the literature by formulating an innovative research model that significantly enhances employee task performance. Additionally, the contributions of this study are twofold: it not only provides theoretical implications that enrich the existing body of knowledge regarding resource advantage but also offers practical insights that can be applied within the sector.

In the context of a global selling, businesses operating within emerging markets require enhanced communication tools that prioritize customer-centric approaches, as well as competencies that facilitate effective on-the-job training and promote employee job satisfaction. It is essential for general managers to provide robust support and establish well-functioning mechanisms to address these needs. Furthermore, the emergence of new business platforms highlights research gaps identified in previous studies, particularly concerning the impact of human resources on employee task performance. However, the results of such research in private enterprises have not consistently yielded conclusive findings (Moharam & Shawky, 2012; Syed Saad, Mamunur, & Quazi Akhlaqur, 2016) (Harrigan, Evers, Miles, & Daly, 2017), (Bitter & Grabner-Kräuter, 2016; Day, Crown, & Ivany, 2017).

Numerous private corporations' entities have experienced substantial alterations in their organizational policies, evolving into new-platform enterprises as a reaction to the recent fluctuations in the global market. This transformation has been largely motivated by the difficulties arising from insufficient business processes, which have negatively impacted both the performance of the organization and the stewardship of intellectual capital. A significant number of private corporate entities have undergone considerable changes in their organizational policies, transitioning into new-platform businesses in response to recent shifts in the global market. This evolution has primarily been driven by challenges stemming from inadequate business processes, which have adversely affected both organizational performance and the management of intellectual capital. A multitude of private corporations has undergone significant modifications in their organizational policies, adapting to the recent changes in the global market by transforming into new-platform enterprises. This shift has been predominantly influenced by the challenges associated with ineffective business processes,

which have detrimentally impacted both the overall performance of these organizations and the management of their intellectual capital. A wide array of private corporations has witnessed considerable changes in their organizational policies, adapting to recent fluctuations in the global market by evolving into new-platform enterprises. This shift has been primarily driven by the challenges posed by ineffective business processes, which have had a detrimental effect on both the operational performance of these organizations and the stewardship of their intellectual capital (Kor, 2016; Ulum, Ghazali, & Purwanto, 2014) (Day et al., 2017; Stock, 2016; Tse, Huang, & Lam, 2013).

The aim of this investigation is to develop a novel research model that addresses existing gaps in the literature, specifically concerning its influence on employee performance. Additionally, the study will concentrate on the latent variables that contribute to enhancing job performance among employees in the context of private sector business management, particularly within the framework of emerging business platforms. This study seeks to establish an innovative research framework that targets the deficiencies identified in the current literature, particularly regarding its impact on employee performance. Furthermore, the research will focus on the underlying variables that play a significant role in improving job performance among employees, specifically within the realm of private sector business management and the context of emerging business platforms. This research endeavour aims to create a new investigative model that fills the existing voids in the academic literature, particularly in relation to its effects on employee performance. The study will also emphasize the hidden variables that are instrumental in boosting job performance among employees, especially within the domain of private sector business management and the context of emerging business platforms. By establishing a pioneering research framework, this study intends to address the shortcomings identified in the current body of knowledge, with a specific focus on the influence of these factors on employee performance (Buil, Catalán, & Martínez, 2016; Demirkan & Spohrer, 2014; Geraerds, 2012; Järvinen & Karjaluo, 2015; Kasper- Brauer & Leischnig, 2016; Kianto, Sáenz, & Aramburu, 2017; Kim, Cavusgil, & Cavusgil, 2013; Landroquez, 2013; Li, 2010; Malik, Pereira, & Budhwar, 2017; Matošková & Směšná, 2017; Mention & Bontis, 2013; Nicole, Vaughan, Zabihullah, & Mei, 2016; Obal & Lancioni, 2013; Ouakouak & Ouedraogo, 2017; Pittino, Visintin, Lenger, & Sternad, 2016; Rakesh, Narendra, & Sandeep, 2017; Senichev, 2013; Stone, Deadrick, Lukaszewski, & Johnson, 2015; Walmsley, 2016; Xerri & Reid, 2017).

The operations of private firms within the realm of new platform business management necessitate a strategic approach to employee value. It is essential for organizations to develop a coherent plan rather than simultaneously pursuing multiple objectives related to employee performance. Consequently, human resources can serve as a competitive advantage in the market, particularly in leveraging new opportunities presented by internet and mobile banking platforms. This strategic focus aims to enhance profitability by fostering consumer-centric value that is both innovative and intelligent. The management of private enterprises in the context of emerging platform business models requires a deliberate strategy concerning employee value. Organizations must prioritize the formulation of a unified plan instead of attempting to address various employee performance goals concurrently. As a result, human resources can become a significant competitive asset, especially in capitalizing on the new possibilities offered by internet platforms. This strategic emphasis is designed to improve

profitability by cultivating a consumer-focused value proposition that is both innovative and insightful (Chaouali, Souiden, & Ladhari, 2017; Cicekli, 2016; Lee, 2009; Szopiński, 2016).

The decisions made by managers regarding the business plan are crucial for enhancing the management of private firms, ultimately leading to improved organizational performance and value creation. These choices also foster employee skills and morale, while establishing effective mechanisms to support these initiatives. The choices that managers make concerning in turn contributes to enhanced organizational performance and the generation of value. Such decisions not only promote the development of employee competencies and morale but also create robust frameworks to facilitate these efforts. The choices that managers make in relation to the business plan are essential for optimizing the management of private enterprises, which subsequently enhances organizational performance and fosters value creation. These strategic decisions are instrumental in cultivating employee skills and boosting morale, while also establishing strong frameworks that support these initiatives. By prioritizing effective management practices, managers can significantly influence the overall success and sustainability of their organizations (Bravo, Matute, & Pina, 2015; Kang & Lam, 2016; Mullen, Kelloway, & Teed, 2017; Raybould & Wilkins, 2006; Sambasivan, Abdul, & Yusop, 2009). (Hamilton, 2011; Poisson-de Haro & Bitektine, 2015; Reid & Brady, 2012; Z. Wang, Sharma, & Cao, 2016) (Aima, Susilo, Purwanto and Wiratih, 2015).

This research initiative is dedicated to exploring the competitive advantage mapping strategy relevant to private sector organizations in Jakarta, with the intention of promoting continuous enhancements in employee performance over time. A critical aspect of this investigation involves assessing the potential impacts of challenges stemming from the pandemic on the development of private banking platforms, as well as the ethical dilemmas that may emerge in this context. The study aims to investigate the competitive advantage mapping efforts among private enterprises in Jakarta, with the hope that this analysis will lead to sustained improvements in workforce performance. Furthermore, it is essential to evaluate the consequences of pandemic-related challenges on the burgeoning private banking sector, in conjunction with the ethical considerations that these challenges may invoke. The research will utilize a random sampling method to select participants, ensuring representation of all officially employed individuals within private companies located in Jakarta.

2. Literature review and Model Development

Numerous scholars are required to examine the research model aimed at enhancing employee performance, which contributes to the existing body of knowledge on Goal Setting Theory (GST) to boost job motivation in a competitive environment. This inquiry not only enriches the theoretical framework but also provides valuable management insights that can inform strategic planning within private banking institutions. By developing comprehensive business plans that align with contemporary practices and innovative platforms, firms can effectively position themselves for sustainable growth in their future business endeavors. Scholarly investigation is essential to analyze the research model designed to improve employee performance, thereby augmenting the current understanding of Goal Setting Theory (GST) as a means to elevate job motivation in a competitive landscape. This study not only enhances the theoretical foundation but also offers significant managerial perspectives that can guide strategic decision-making in private banking organizations. By formulating detailed business strategies that resonate with modern practices and innovative technologies, companies can strategically align themselves

for enduring growth in their forthcoming business pursuits (Ashill, Rod, & Gibbs, 2015; Augusto & Torres, 2018; Catania, 2014; Corsaro, Ramos, Henneberg, & Naudé, 2011; Csikósová, Čulková, & Janošková, 2016; del Alonso-Almeida, Bagur-Femenías, & Llach, 2013; Deschamps & Mattijs, 2017).

In addition, this study aims to explore the mapping project concerning competitive performance in the long term. It is essential to consider the potential impacts of pandemic-related challenges on the emerging private banking platforms and the associated ethical implications. This research also seeks to investigate the mapping initiative related to competitive advantages among private sector firms in Jakarta, with the anticipation that it will contribute to the long-term improvement of employee performance. Furthermore, it is crucial to examine the possible effects of challenges arising from the pandemic on the developing private banking platforms, along with the ethical considerations that accompany these developments. (Bouskila-Yam & Kluger, 2011; Estrada, Faems, & de Faria, 2016; Ivens, Pardo, Niersbach, & Leischnig, 2016; D. Welsh, Bush, Thiel, & Bonner, 2019).

The Goal Setting Theory of Motivation, along with its contributions to the broader field of knowledge

The Goal Setting Theory of Motivation, along with its contributions to the broader field of knowledge, plays a significant role in understanding how specific and challenging goals can enhance individual performance and motivation. This theory posits that the establishment of clear, measurable objectives not only directs attention and effort but also fosters persistence and encourages the development of strategies to achieve these goals. By integrating insights from various disciplines, the theory enriches our comprehension of motivational processes and offers practical applications in diverse settings, including organizational behavior and personal development. Numerous private companies have experienced substantial changes in their organizational frameworks, transforming into new-platform enterprises as a reaction to recent shifts in the global marketplace. This evolution has been primarily driven by the difficulties stemming from inefficient business processes, which have negatively impacted both the operational effectiveness of these firms and the management of their intellectual assets. The response to these market dynamics illustrates a wider trend among private organizations to reevaluate and realign their strategic approaches to improve performance and protect their valuable intellectual capital. The management of private firms engaged in innovative platform business models requires a well-defined strategy regarding employee value. It is imperative for these organizations to develop a cohesive approach rather than tackling various employee performance objectives in isolation. This concentrated strategy allows human resources to emerge as a vital competitive advantage, particularly in leveraging the opportunities offered by internet platforms. The goal of such a strategic emphasis is to boost profitability by creating a consumer-focused value proposition that highlights both innovation and intelligence. The decisions made by managers concerning the business strategy are pivotal for the effective management of private enterprises, resulting in enhanced organizational performance and value generation. These strategic choices significantly contribute to the development and morale of employees while establishing robust frameworks that underpin these initiatives. By emphasizing effective management practices, leaders can profoundly impact the long-term success and sustainability of their organizations, ensuring that employee capabilities and

organizational objectives are aligned for optimal outcomes. (Bravo et al., 2015; Fink, Yogev, & Even, 2016; Gómez-Miñambres, 2012; Ivanova & Ivanov, 2015).

The unique competencies of employees, along with the general managers in private enterprises, are essential for navigating competitive challenges and pandemic-related circumstances across various industries in the contemporary global landscape. The specialized abilities of employees, together with the leadership of general managers in private sector companies, are vital for effectively managing competitive pressures and the difficulties arising from pandemics in various industries within the current global context. The unique talents that employees bring, alongside the strategic oversight of general managers in private enterprises, are instrumental in tackling the challenges posed by competition and health crises across a wide range of sectors in today's interconnected world (Locke, 1996) (Hult, Ketchen Jr, & Reus, 2001; Javad Khazaei, Masood, & Ezat Amirbakzadeh, 2017; Mitrega, 2012).

The R-A theory posits that competition among firms within the heterogeneous landscape of private banking is crucial for venture performance and the establishment of sustainable competitive advantages. This framework serves as a foundational element for firms aiming to develop optimal policies and innovative business management platforms. By effectively bundling and allocating organizational resources, firms can enhance employee performance, particularly when supported by general management. The Resource-Advantage (R-A) theory asserts that competition among firms in the diverse realm of private banking is essential for enhancing venture performance and fostering sustainable competitive advantages. This theoretical framework is integral for organizations that aspire to devise effective strategies and innovative business management systems. By adeptly consolidating and distributing their organizational resources, firms can significantly boost employee performance, particularly when underpinned by robust general management practices. The R-A theory emphasizes that the rivalry among enterprises within the varied landscape of private banking is a critical factor in determining venture success and establishing long-lasting competitive edges. The Resource-Advantage (R-A) theory highlights the significance of competition among firms in the diverse environment of private banking as a key determinant of venture success and the creation of enduring competitive advantages. This theoretical framework is essential for organizations seeking to formulate effective strategies and pioneering business management systems. By skillfully integrating and allocating their organizational resources, firms can markedly improve employee performance, especially when bolstered by strong general management practices. The R-A theory underscores that the competitive dynamics among enterprises in the multifaceted private banking sector play a vital role in enhancing overall venture performance and securing sustainable market positions (Alisher Tohirovich, Changjoon, & Junghyun, 2017; Gabrielsson, Seppälä, & Gabrielsson, 2016; Shelby D. Hunt, 2013, 2015; Shelby D Hunt & Morgan, 1995; Krausert, 2017; Kumar & Yakhlef, 2016; G. P. Latham, 2016; Nahrgang et al., 2013; Nor Shahriza Abdul, Mohamed Jalaldeen Mohamed, & Norshidah, 2012; Stan De, Monique, & Guy Van, 2017; C.-J. Wang, Tsai, & Tsai, 2014; Xiaohong, Chengfeng, Yanbo, & Gaowen, 2015; Zhao, Feng, & Wang, 2015).

The researcher has the opportunity to draw upon the GST theory to explore the identified research gap, which would not only contribute to the existing literature but also enhance the uniqueness of the empirical findings associated with different dimensions of organizational performance. By employing the GST theory, the researcher can effectively address the acknowledged research gap, thereby adding depth to the current body of knowledge and

increasing the distinctiveness of the empirical outcomes related to various facets of organizational performance. The researcher may reference the GST theory to address the identified research gap, thereby contributing to the existing body of knowledge and enhancing the novelty of the empirical findings related to distinct organizational performance, as illustrated in Figure 1 below (Chang, Jiang, Klein, & Wang, 2019; Landers, Bauer, & Callan, 2017; G. Latham, Seijts, & Slocum, 2016; G. P. Latham, 2003):

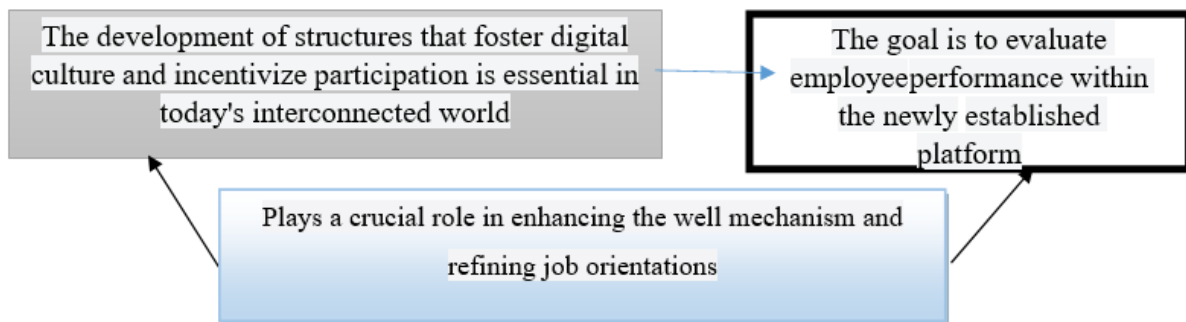


Figure 1. The framework of the developing Goal-Setting Theory of Motivation aims to enhance the contributions to the body of knowledge

The framework of the developing Goal-Setting Theory of Motivation aims to enhance the contributions to the body of knowledge within the realm of empirical science. The evolving framework of Goal-Setting Theory of Motivation seeks to enrich the existing knowledge base within the field of empirical science. In the contemporary interconnected landscape, it is crucial to establish frameworks that promote a digital culture and motivate active participation. This necessitates the creation of settings that not only embrace technological progress but also stimulate user engagement and collaboration. By emphasizing the incorporation of digital tools and platforms, organizations can develop a dynamic culture that acknowledges and rewards individual contributions, thereby improving the overall experience for all involved.

The development of structures that foster digital culture and incentivize participation is essential in today's interconnected world. This involves creating environments that not only support technological advancements but also encourage engagement and collaboration among users. By prioritizing the integration of digital tools and platforms, organizations can cultivate a vibrant culture that recognizes and rewards contributions, ultimately enhancing the overall employee motivation in the workplace, effective communication, collaborative teamwork, the development of a digital culture, and the implementation of reward systems. The objective involves assessing employee performance within the newly implemented platform in private sector organizations. The aim is to evaluate the performance of employees utilizing the recently introduced platform in private sector companies. The goal is to evaluate employee performance within the newly established platform in private sector organizations. This assessment seeks to analyze how effectively employees are utilizing the recently launched platform in private sector enterprises. The establishment of precise and demanding objectives, coupled with constructive feedback, plays a crucial role in enhancing the Well mechanism and refining job orientations.

The management of private companies engaged in new platform business models demands a well-defined strategy regarding employee value. It is crucial for these organizations to create a cohesive plan rather than attempting to tackle multiple employee performance objectives at

once. By doing so, human resources can emerge as a vital competitive asset, particularly in seizing the opportunities afforded by internet platforms. This strategic orientation is intended to boost profitability by developing a value proposition that is centered on the consumer, characterized by both innovation and intelligence. The decisions made by managers concerning the business plan are pivotal for the effective management of private enterprises, ultimately resulting in enhanced organizational performance and value generation. These strategic choices not only contribute to the development of employee skills and morale but also establish robust systems that underpin these initiatives. By focusing on effective management practices, managers can profoundly impact the overall success and sustainability of their organizations, ensuring that both employee competencies and organizational objectives are aligned for optimal outcomes.

3. Research Method

This research project aims to investigate the competitive advantage mapping initiative relevant to private sector companies in Jakarta, with the goal of fostering ongoing improvements in employee performance over time. It is essential to evaluate the potential effects of challenges brought about by the pandemic on the developing private banking platforms, as well as the ethical issues that may arise in this scenario. The study seeks to explore the competitive advantage mapping efforts among private enterprises in Jakarta, with the expectation that this inquiry will contribute to sustained enhancements in workforce performance. Furthermore, it is crucial to analyze the repercussions of pandemic-related obstacles on emerging private banking platforms, in conjunction with the ethical considerations that these challenges may entail. The research sample will consist of individuals selected through a random sampling method, representing all officially employed personnel within private corporations situated in Jakarta.

This research endeavours is focused on examining the mapping initiative that pertains to competitive advantages within the private sector firms in Jakarta, with the expectation that it will lead to sustained enhancements in employee performance over time. It is vital to assess the potential repercussions of pandemic-induced challenges on the evolving private banking platforms, as well as the ethical considerations that arise in this context. The study aims to delve into the competitive advantage mapping project among private firms in Jakarta, anticipating that such an exploration will facilitate long-term improvements in workforce performance. Additionally, it is important to scrutinize the impacts of pandemic-related difficulties on the nascent private banking platforms, alongside the ethical implications that these challenges may present. The sample frame for this research comprises the target populations identified through a random sampling technique, encompassing all officially employed individuals within a private corporation located in Jakarta (Borenstein, Hedges, Higgins, & Rothstein, 2009; Hertwig & Pleskac, 2010; Mathwick, Wagner, & Unni, 2010; Susilo, 2020b; Thomas, 2013; Vos, Schiele, & Hüttinger, 2016).

The field research survey utilized a self-administered questionnaire designed to assess various latent variables through a rating scale ranging from 1 to 10. This independent scale aimed to capture responses related to distinct task performance. The instruments employed were developed through a methodical collection process, utilizing the rating scale as an interval data measure. Additionally, the analysis of validity and reliability among the variables was conducted, ensuring that the model demonstrated a good fit through confirmatory factor

analysis. This analysis encompassed both the measurement model and the structural equation modeling phase, addressing all latent variables and their dimensions as second-order constructs, while also evaluating the goodness of fit indices for the model (Agostini, Nosella, & Filippini, 2016; Ghozali, 2013; Jangl, 2016; Susilo, 2020a) (Hair, Black, Babin and Anderson, 2010) (Evermann & Tate, 2016).

4. Data Analysis

The creation of frameworks that promote digital culture and encourage active participation is crucial in the contemporary interconnected landscape. This necessitates the establishment of environments that not only embrace technological progress but also stimulate user engagement and collaboration. By emphasizing the incorporation of digital tools and platforms, organizations can nurture a dynamic culture that acknowledges and rewards individual contributions, thereby improving the overall experience for all involved. Organizational culture is multifaceted, encompassing aspects such as employee motivation, effective communication, teamwork, the cultivation of a digital ethos, and the establishment of reward mechanisms. The focus is on evaluating employee performance within the newly adopted platform in private sector organizations. This evaluation aims to assess how effectively employees are engaging with the recently implemented platform in these enterprises. The objective is to analyze employee performance in relation to the newly introduced system within private sector organizations. The establishment of clear and ambitious goals, along with constructive feedback, is vital for enhancing the operational mechanisms and refining job roles.

The novel framework presented in this study necessitates an analysis through structural equation modelling, wherein all latent constructs represent unobserved characteristics. Furthermore, a two-phase approach is employed, encompassing both the measurement model and the structural hybrid full model, which facilitates confirmatory strategies within the context of multivariate data analysis. This process involves assessing the validity and reliability of the latent variables, followed by the synthesis of the fitting model and the confirmation of hypotheses related to the research model (Ghozali, 2013; Susilo, 2020b)(Susilo and Yulius, 2017).

The findings of the research regarding data analysis reveal several important aspects. The sensitivity analysis demonstrated that there were no outliers or missing values, as assessed using SPSS, with a z value of less than 4.00, alongside a multivariate normality test. Additionally, the goodness of fit for the research model was evaluated through an incremental-indexed value. Furthermore, all confirmed hypotheses were supported by a t value exceeding 2.00, utilizing a path-hybrid t-model in conjunction with structural equation modeling (Augusty, 2014; Susilo, 2016, 2020b).

The development of frameworks that foster digital culture and promote active engagement is essential in today's interconnected environment. This requires the creation of settings that not only welcome technological advancements but also encourage user interaction and collaboration. By prioritizing the integration of digital tools and platforms, organizations can cultivate a vibrant culture that recognizes and values individual contributions, ultimately enhancing the overall experience for all participants. Organizational culture is complex, incorporating elements such as employee motivation, effective communication, teamwork, the nurturing of a digital mindset, and the implementation of reward systems. The emphasis is placed on assessing employee performance within the newly adopted platform in private sector

organizations, aiming to evaluate the effectiveness of employee engagement with this recently introduced system. The goal is to analyze employee performance concerning the new framework within these enterprises. Establishing clear and ambitious objectives, along with providing constructive feedback, is crucial for improving operational processes and refining job roles. The innovative framework introduced in this research requires an analysis using structural equation modeling, where all latent constructs signify unobserved traits. Additionally, a two-phase methodology is utilized, which includes both the measurement model and the structural hybrid full model, enabling confirmatory approaches within the realm of multivariate data analysis. This procedure entails evaluating the validity and reliability of the latent variables, followed by the integration of the fitting model and the validation of hypotheses associated with the research model.

5. Conclusions and Research Contribution.

Employee performance pertains to how effectively and efficiently an individual fulfills their job duties within a company. This concept includes multiple elements, such as the caliber of work delivered, the capacity to adhere to deadlines, and the overall impact on team goals. Assessing employee performance is essential for recognizing both strengths and opportunities for enhancement, which can then guide training and development programs. Additionally, comprehending performance indicators can assist in synchronizing personal objectives with the broader aims of the organization, thereby promoting a more productive workplace.

Indeed, an employee performance is characterized by the degree to which an individual effectively and efficiently fulfills their job responsibilities within an organization. This concept encompasses a variety of elements, including the quality of work produced, the ability to meet deadlines, and the overall contribution to team objectives. The assessment of employee performance is essential for identifying both strengths and areas needing improvement, which can inform targeted training and development initiatives. Moreover, a thorough understanding of performance metrics can help align individual aspirations with organizational goals, thereby enhancing overall workplace productivity. The evaluation process involves a systematic analysis of individual contributions and effectiveness, yielding critical insights into how well employees perform their designated roles and responsibilities.

Further, to validate the comprehensive hypotheses, it is essential to examine the unique aspects of employee task performance within the private banking sector in Jakarta, considering all relevant predictor variables. The researcher aims to address the existing gap in literature by developing a novel research model that effectively enhances employee task performance. Additionally, the contributions of this research are twofold: firstly, it offers theoretical implications that enrich the body of knowledge regarding resource advantages in human resource management practices. Secondly, the findings will be analyzed through the lens of Goal Setting Theory, which serves to elucidate and predict the relationship between distinct performance metrics and the mechanisms that foster employee engagement. This inquiry is expected to provide substantial support for the implementation of new policies within private banking institutions, ultimately enhancing employee performance in the field of human resource management.

In order to validate the comprehensive hypotheses, it is crucial to investigate the specific characteristics of employee task performance in the private banking sector of Jakarta, while taking into account all pertinent predictor variables. The researcher intends to fill the existing

gap in the literature by formulating an innovative research model that significantly improves employee task performance. Furthermore, this study offers dual contributions: it provides theoretical insights that augment the existing knowledge base concerning resource advantages in human resource management practices, and it analyzes the findings through the framework of Goal Setting Theory, which helps to clarify and anticipate the connections between various performance metrics and the factors that enhance employee engagement. This research is anticipated to yield valuable support for the development of new policies within private banking organizations, ultimately leading to improved employee performance in the realm of human resource management.

Numerous private corporations have undergone significant transformations in their organizational policies, evolving into new-platform enterprises in response to recent fluctuations in the global market. This shift has been largely prompted by the challenges associated with ineffective business processes, which have adversely affected both the operational efficiency of these organizations and the management of their intellectual capital. The adaptation to these market changes reflects a broader trend among private entities to reassess and realign their strategies in order to enhance performance and safeguard valuable intellectual resources.

The administration of private enterprises involved in innovative platform business models necessitates a clearly articulated strategy concerning employee value. It is essential for these organizations to formulate a unified approach instead of addressing various employee performance goals simultaneously. This focused strategy enables human resources to become a significant competitive advantage, especially in capitalizing on the prospects presented by internet platforms. Such a strategic focus aims to enhance profitability by crafting a consumer-centric value proposition that emphasizes both innovation and intelligence.

The choices that managers make regarding the business plan are crucial for the successful administration of private companies, leading to improved organizational performance and value creation. These strategic decisions play a significant role in fostering employee development and morale while also creating strong frameworks that support these efforts. By prioritizing effective management strategies, managers can significantly influence the long-term success and viability of their organizations, ensuring that employee skills and organizational goals are harmonized for the best possible results.

The development of frameworks that foster digital culture and promote active engagement is essential in today's interconnected environment. This requires the creation of settings that not only welcome technological advancements but also encourage user interaction and collaboration. By prioritizing the integration of digital tools and platforms, organizations can cultivate a vibrant culture that recognizes and values individual contributions, thus enhancing the overall experience for all participants. Organizational culture is complex, involving elements such as employee motivation, effective communication, teamwork, the nurturing of a digital mindset, and the implementation of reward systems. The emphasis is placed on assessing employee performance within the newly adopted platform in private sector organizations. This assessment seeks to evaluate the effectiveness of employee engagement with the recently introduced system in these businesses. The aim is to scrutinize employee performance concerning the newly established framework within private sector organizations.

Establishing clear and ambitious objectives, along with providing constructive feedback, is crucial for improving operational processes and refining job responsibilities.

The establishment of frameworks that nurture digital culture and encourage active participation is vital in the contemporary interconnected landscape. This necessitates the development of environments that not only embrace technological innovations but also facilitate user engagement and collaboration. By emphasizing the incorporation of digital tools and platforms, organizations can foster a dynamic culture that acknowledges and appreciates individual contributions, thereby enhancing the overall experience for all stakeholders involved. The intricacies of organizational culture encompass various components, including employee motivation, effective communication, teamwork, the cultivation of a digital mindset, and the establishment of reward systems. A particular focus is placed on evaluating employee performance within the newly implemented platform in private sector organizations, with the objective of assessing the effectiveness of employee engagement with this recent system. The aim is to scrutinize employee performance in relation to the new framework within these organizations. Setting clear and ambitious goals, along with delivering constructive feedback, is essential for optimizing operational processes and refining job roles. The innovative framework proposed in this study necessitates an analysis through structural equation modeling, where all latent constructs represent unobserved characteristics. Furthermore, a two-phase methodology is employed, encompassing both the measurement model and the structural hybrid full model, which facilitates confirmatory approaches in the context of multivariate data analysis. This process involves assessing the validity and reliability of the latent variables, followed by the integration of the fitting model and the validation of hypotheses related to the research model.

Acknowledgement

I extend my sincere gratitude to the Expertise and Experience Learning Club, Faculty of Business and Management, University of Persada Indonesia Y.A.I., as well as to my colleagues and students. I also wish to acknowledge the In-Kind Workshops NEW E&EL CLUB LABORATORY FEB UPI Y.A.I. team for their contributions. In terms of conflicts of interest, the author has disclosed that there are no potential conflicts related to the research, authorship, or publication of this manuscript. Furthermore, it is important to note that the author did not receive any financial assistance for the research or the publication of this work.

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