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THE DISTINCTIVE - ORGANIZATION PERFORMANCE IN THE PRIVATE - WATER TREATMENT FIRMS: THE CONDUCTED WITHIN EMPLOYEE ON JOB SATISFACTION

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ABSTRACT: This decade the entire national- water treatment corporations have to many constrain to implemented from the vision and missions on the heterogeneous- demand, not competitive, less- complain data and an incremental innovations for satisfy entire consumers. This analysis would be inquiry the research gap within the employee job satisfaction and its performance. Furthermore, the novelty research- result from the confirmed model of the development of employee performance and it's could make the contribution on body of knowledge on theory of competence- based that it's have integrated within top managers competencies to long- run in water-treatment business. Hence, the research method was conducted within the confirmed strategy and the data analysis within an entire the latent variables with its dimensions. The entire researchers were contribution on the body of knowledge- theory that would to conduct in this synthesis to improved existing employee skill within the private water-treatment- ventures.

Keywords: The Private Water Treatment- Firms, Job Satisfaction, Employee Job Performance.

1. INTRODUCTION

The business effort within an emerging market and the tight competitions, need more the skill training on the job, the knowledge sharing, find newest big consumer demand data, and the employee job satisfaction that leads to human resources performance, that have been could not always to be confirm result of the research on the water treatment business (Bagozzi *et al.*, 2016; Bitter and Grabner-Kräuter, 2016; Cambra-Fierro *et al.*, 2015; Graca *et al.*, 2016; Harrigan *et al.*, 2017; Harris *et al.*, 2014; Hau *et al.*, 2013; Hollebeek, 2012; Kang and Lam, 2016; Shelby, 2007; Vivek *et al.*, 2012; Wang C. J. *et al.*, 2014; Wang Z. *et al.*, 2016).

Actually, many firms have the very poor-process of the impact to the organizations performance within the job satisfactions and employee job performance without well skill and competencies in an among firms as the result inquiries from some scholars synthesis and contribution on body of knowledge, that some research gap that its must have the novelty variables as the new development models of the market- based management research (Bürkner and Lange, 2017; Darren, 2015; Ewen *et al.*, 2013; González *et al.*, 2016; Ho *et al.*, 2017; Husain *et al.*, 2016; Jarvinen and Karjaluoto, 2015; Lassala *et al.*, 2016; Ren and Chadee, 2017; Stan'De *et al.*, 2017; Straker and Wrigley, 2016; Thomas T., 2015; Walmsley, 2016; Wang W. L. *et al.*, 2017) The objective of this inquiries would be conduct with the synthesis the new- research model to fulfilling the find of research gap between the role job satisfaction within its impact on the employee performance. Moreover, the focus of the latent moderator variables as develop to leads the firms performance in water-treatment business. (Demirkan and Spohrer, 2014; Geraerds, 2012; Jarvinen and Karjaluoto, 2015; Kasper-Brauer and Leischnig, 2016; Kianto and Aramburu, 2017; Kim *et al.*, 2013; Landroguéz, 2013; Li, 2010; Malik *et al.*, 2017; Matoskova and Smesna, 2017; Nicole *et al.*, 2016; Obal and Lancioni, 2013; Ouakouak and Ouedraogo, 2017; Pittino *et al.*, 2016; Rakesh *et al.*, 2017; Senichev, 2013; Stone *et al.*, 2015; Walmsley, 2016; Xerri and Reid, 2017)

The water treatment business within on the source of employee value an entire firms should have some strategic plan and not implement in the same time for many to pursue the employee performance,

within well leaderships for face the competition, thus, the human resources- advantage on among national market for having the new- opportunity for reach the profit embedded on the business with create an consumer value. Furthermore, the strategic choices by the top managers for improvement organizations performance within harmonized human resources and well value creation also the generic employee- skill (Bravo *et al.*, 2015; Hamilton, 2011; Kang and Lam, 2016; Mullen *et al.*, 2017; Poisson-de'Haro and Bitektine, 2015; Raybould and Wilkins, 2006; Reid and Brady, 2012; Sambasivan *et al.*, 2009; Wang Z. *et al.*, 2016).

2. LITERATURE REVIEW AND THE HYPOTHESIS

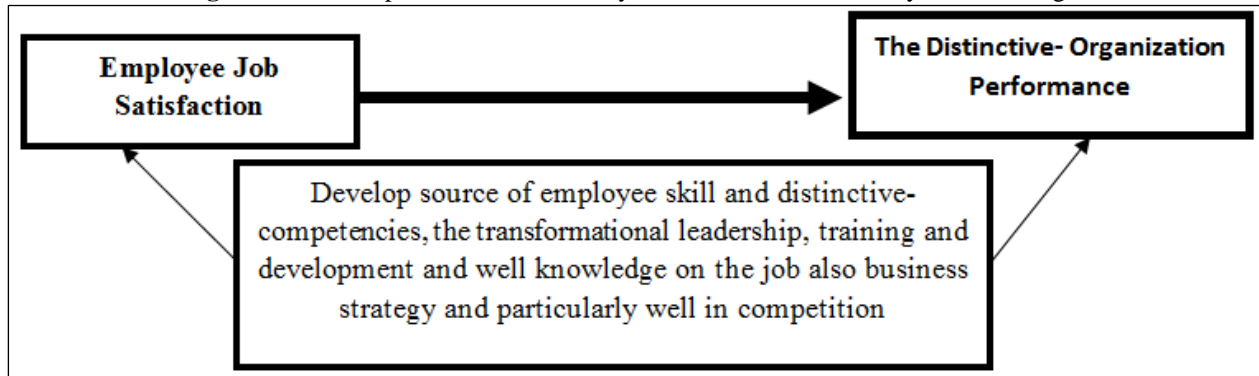
Actually, the many researcher has investigating the research- model to pursue the performance conducted within the contributions for the body of knowledge on internal factors theory of the firm for the competitions, also for the giving the contributions of the management implications to make the organization strategies within entire the water-treatment firms. Hence, in this investigate for mapping the competitiveness advantage to leads the superior performance in business for the long- run (Estrada *et al.*, 2016; Ivens *et al.*, 2016).

2.1. The Competence - Based Theory Also the Contributions on Body of Knowledge

The competence-based theory as an internal factors for develop business strategies for many heterogeneously industries for satisfy customer. Hence, the distinctive work competence within entire employee should help the firms for facing its competitions in many industries. (Hult *et al.*, 2001; JavadKhazaei *et al.*, 2017; Mitrega, 2012). Furthermore, the R-A theory have competition among firm in heterogeneous business and the sustainable competitive advantage should have as the foundation of the firms to create the best policy, bundles and provide the top-organization's resources and for achieving the employee performance within source of employee job satisfactions. (Alisher *et al.*, 2017; Gabriellsson *et al.*, 2016; Hunt and Morgan, 1995; Hunt, 2013;2015; K. *et al.*, 2012; Krausert, 2017; Kumar and Yakhlef, 2016; Stan'De *et al.*, 2017; Wang C. J. *et al.*, 2014; Xiaohong *et al.*, 2015; Zhao *et al.*, 2015).

The researcher could mentions to the theory to fulfill the research gap and its would have the contribution for the body of knowledge and result the novelty of the research result from an empirical research for distinctive- organization performance as follow, the figure 1 below:

Figure 1. The Competence- Based Theory for Contributions on Body of Knowledge

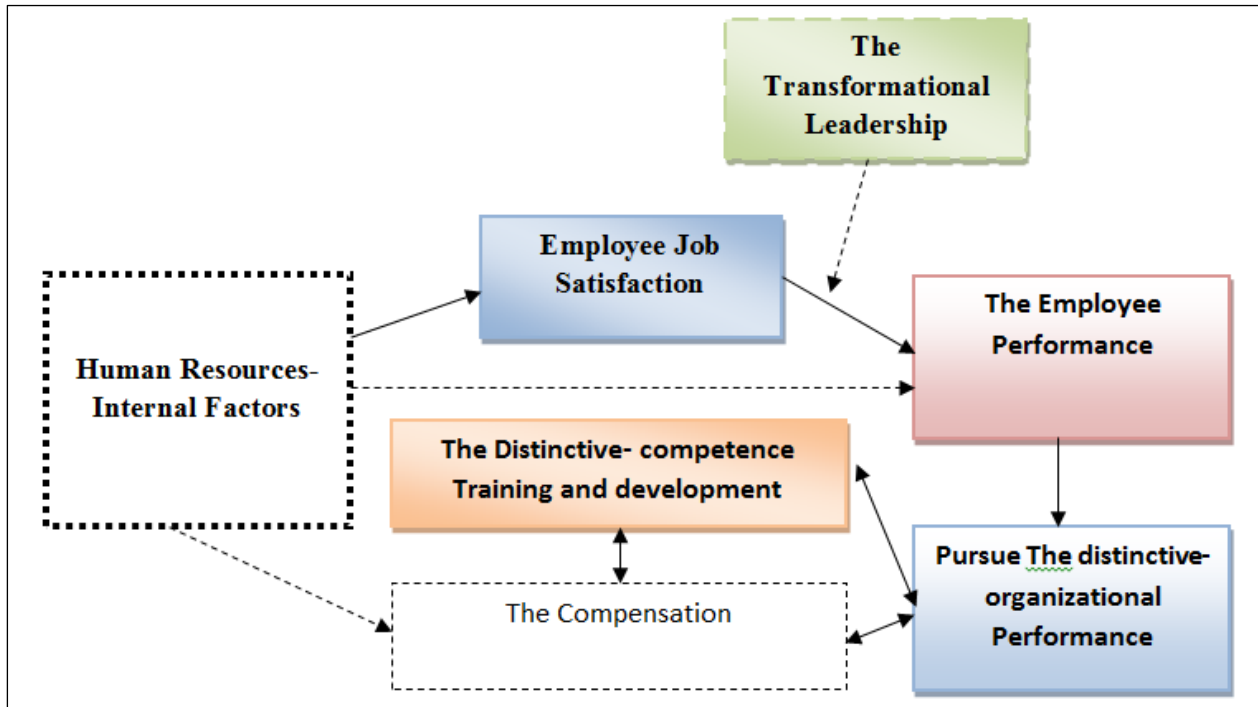


Source: Development by Authors

2.2. The Framework and Hypothesis

Indeed, the research framework of Superior- Employee Performance within national constructions- Corporations should be to develop for fulfillment the research gap for finding the knowledge to improvement the superior- employee performance. (Chiang and Birtch, 2010; Gupta *et al.*, 2017; Munir *et al.*, 2012). Moreover, the scheme of research- framework as follow figures 2, below:

Figure 2. The Research Model to Pursue the Distinctive- Organizational Performance within the Water-treatment Private Firms



Source: Develop from an Author

The hypothesis in these inquiries the conceptual research model, as follow:

H₁. An employee job satisfaction within water treatment firms is positively related to an employee performance.

H₂. An employee performance is positively related to the pursue the distinctive- organizational performance within the water treatment firms.

H₃. The distinctive competence training and development is positively reciprocal-related to the pursue the distinctive- organizational performance within the water treatment firms.

3. RESEARCH METHOD

3.1. The Respondent, How Data Collection and the Measurement of Entire Latent Variables

The sample for this research conducted within random sampling and an employee in water treatment firms venture in Bandung and Jakarta (Borenstein *et al.*, 2009; Hertwig and Pleskac, 2010; Mathwick *et al.*, 2010; Thomas E., 2013; Vos *et al.*, 2016). Furthermore, the survey was conduct within the self-administered questionnaire that uses the rating scale to among latent variables to make the response for distinctive- organization performance in the water treatment firms (Samson *et al.*, 2017; Stundziene *et al.*, 2015). Actually, the tools- instrument have the independently collected method and conducted with the rating scale as an interval data scale (1 to 10 very agree). Hence, the validity and reliability construct test and also goodness of fitting the confirmatory factor analysis modeling that conducted with measurement model and the structural equation modeling phase, entire the latent variables and its dimensions as the second order also the goodness of fit indexes modeling (Agostini *et al.*, 2016; Evermann and Tate, 2016; Ghozali, 2013; Jangl, 2016).

4. DATA ANALYSIS

4.1. The Model of Fitting and Hypothesis Testing

An analysis should conducted to the structural equation modeling, cause an among the latent variables were un-observed characteristics. Furthermore, the two phase approach have pertains; measurement model and the structural hybrid full model that conducted to the confirmatory strategies in this multivariate data analysis, with a testing the validity and the reliability construct, also synthesis the fitting model and hypothesis proved (Ghozali, 2013). Actually, the research result would have for the

data analysis pertained: the sensitivity analysis: the test indicated did not have the outlier and missing value that conducted with SPSS and the z value <2.50 and the multivariate of normality test. Hence, the goodness of fit research model could be analyzed within the indexed value. Moreover, the entire hypothesis confirmed was conducted with t value >2 . (Augusty, 2014; Susilo, 2016).

5. CONCLUSIONS AND RESEARCH CONTRIBUTION

Indeed, to confirm an among hypotheses testing, and the value should be have to pursue the distinctive- organizational performance in water treatment corporations. The researcher would be to the fulfillment the research gap within the new research model would effectively to achieve the employee satisfactions and performance within transformational leadership as moderator latent variable. Hence, the research contributions were within 2 (two) area that pertain; first, the contributions for theoretical implications to the body of knowledge of the recourses advantage in human resource management of the venture. Moreover, the conducted with the competence- based Theory as the explanations and predicted the relationship for the attempt the distinctive- organization performance that it's would inquiries on employee satisfaction and employee performance in management of human resources science.

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