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THE GOOD ORGANIZATIONAL CULTURE AS INTERNAL FACTORS IN PUBLIC HOSPITALS IN JAKARTA: INSIGHT WITHIN THE STAKEHOLDER THEORY

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ABSTRACT

Recently the entire public hospitals have to ignore the misleading from the vision and missions on the heterogeneous- hospitals in Jakarta, fail from the visitors satisfactions, no-big data based and an incremental inventions. This analysis would be investigating the research gap within the human resource- organizational culture within source of employee morals and values within the employee performance. The novelty research- model should be have the powerful development of employee performance within an unique of an employee morals and values that more contribution on body of knowledge on stakeholders theory of the firm that it's have integrated various fields within top managers competencies to long- run in business. Furthermore, the research method would conduct within the confirmed strategy in structural equation modeling analysis within entire the latent variables. The scholars were hope to contribution on the body of knowledge to the stakeholder theory that conducted in this synthesis within the public hospitals.

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INTRODUCTION

The pandemic era within emerging market and the rigor competitions, morals and values, provide big data based and newest technologies, and also the human resources performance within source of employee morals and values, that have been could be confirm result of wide research on the public hospitals (Day, Crown, & Ivany, 2017; Graça, Barry, & Doney, 2016; Hau, Evangelista, & Thuy, 2013; Pittino, Visintin, Lenger, & Sternad, 2016; Shelby, 2007; Vivek, Beatty, & Morgan, 2012; C.-J. Wang, Tsai, & Tsai, 2014; Z. Wang, Sharma, & Cao, 2016),(Hollebeek, 2012), (Harrigan, Evers, Miles, & Daly, 2017), (Bitter & Grabner-Kräuter, 2016). Indeed, an analysis have the very poor-process of the impact to employee performance within source of employee morals and values and the meaning in entire public hospitals as the result research from many scholars synthesis and contribution on the stakeholders theory as the body of knowledge, that the research gap on previous research to other stakeholders must be included that must be fulfill the novelty variables as the new models of the market- based human resources management research. (Bingöl, Şener, & Çevik, 2013; Bürkner & Lange, 2017; Darren, 2015; González, Rodríguez Gil, Martorell Cunill, & Merigó Lindahl, 2016; Ho, Nguyen, Adhikari, Miles, & Bonney, 2017; Husain, Dayan, & Di Benedetto, 2016; Järvinen & Karjaluoto, 2015; Lassala, Carmona, & Momparler, 2016; Stan De, Monique, & Guy Van, 2017; Straker & Wrigley,

2016; T. Thomas, 2015; Walmsley, 2016; W.-L. Wang, Malthouse, Calder, & Uzunoglu, 2017) Furthermore, the objective of this analysis should be synthesis the new- research model to fulfilling the research gap between the role of organizational culture on human resources in public hospitals within its impact on the employee performance. Hence, the focus of an intervening variables as develop of resource of employee morals and values within a synthesis of results to contribution on the body of knowledge to the stakeholder theory .(Demirkan & Spohrer, 2014; Geraerds, 2012; Järvinen & Karjaluoto, 2015; Kianto, Sáenz, & Aramburu, 2017; Kim, Cavusgil, & Cavusgil, 2013; Landroquez, 2013; Li, 2010; Malik, Pereira, & Budhwar, 2017; Matošková & Směšná, 2017; Obal & Lancioni, 2013; Ouakouak & Ouedraogo, 2017; Pittino *et al.*, 2016; Senichev, 2013; Stone, Deadrick, Lukaszewski, & Johnson, 2015; Walmsley, 2016; Xerri & Reid, 2017)

The human resources within the morals and values creation in organizational culture on the source of employee morals and values in entire public hospitals have many business- plans to achieve the employee performance and impact to the organizational performance, within good manage for winning the tight competition and made the patients more satisfactions, the human resources- advantage on among national market (Ferreira, Marques, Nunes, & Figueira, 2017; Isidro-Filho, Guimarães, Perin, & Leung, 2013; Marcia, Xi, Michelle, & Greg, 2015). Hence, the strategic choices by top- managers for

improvement the well organizational performance within a good human resources and well morals and values creation (Bravo, Matute, & Pina, 2015; Hwabamungu, Brown, & Williams, 2018; Kang & Lam, 2016; LUBIS, 2018; Mullen, Kelloway, & Teed, 2017).(Hamilton, 2011; Poisson-de Haro & Bitektine, 2015; Reid & Brady, 2012; Z. Wang *et al.*, 2016)(Aima, Susilo, Purwanto and Wiratih, 2015).

Literature review and the Hypothesis

Recently, the scholar has in this synthesis was investigating the research- model to pursue the employee performance within the working behavior and organizational performance on conducted within the contributions for the body of knowledge **on the stakeholder theory**, also for the contributions in develop of the management implications to make the strategies within an among public hospitals in Jakarta (Ferreira *et al.*, 2017; Svensson & Hartmann, 2018). Moreover, in this study for an attempted the robust competitiveness advantages to leads the superior employee performance and organizational performance in hospitals business for the long- run (Birasnav, 2014; Devece, Palacios, & Martinez-Simarro, 2016; Hwabamungu *et al.*, 2018).

The Stakeholder Theory and the Contributions on Body of Knowledge

Actually, the organization structure and incremental innovation could support employee and organizational performance within working behaviors in human resources management and the strategic approach on human resources management science and making subordinate within efficiently process in communication each other (Haifen, Mengya, & Jingqin, 2017; Howell, van Beers, & Doorn, 2018; Stachova, Stacho, & Vicen, 2017). The knowledge- based view of the firm theory and Upper Echelons’ theory could to knowing and explaining the new paradigm in among public hospitals in organizational culture will more to be sharp to made some synthesis within the some culture of organizational (Israeli, 2014) (Nonaka, Kodama, Hirose, & Kohlbacher, 2014).

Moreover, the R-A theory have some knowledge about competition entire firm in heterogeneous industries and the sustainable competitive advantage should have as the foundation of the venture to create the best structures, bundles and provide the top-organization’s resources and its have smart- management within hybrid competitive strategy for achieving the employee and organizational performance within source of employee morals and unique values within the stakeholders theory (Hwabamungu *et al.*, 2018).(Alisher Tohirovich, Changjoon, & Junghyun, 2017; Gabriellson, Seppälä, & Gabriellson, 2016; Shelby D. Hunt, 2013, 2015; Shelby D Hunt & Morgan, 1995; Krausert, 2017; Kumar & Yakhlef, 2016; Nor Shahriza Abdul, Mohamed Jalaldeen Mohamed, & Norshidah, 2012; Stan De *et al.*, 2017; C.-J. Wang *et al.*, 2014; Xiaohong, Chengfeng, Yanbo, & Gaowen, 2015; Zhao, Feng, & Wang, 2015). Hence, the stakeholder theory has focus to improve of the morals and values in managing public hospitals that should understanding the stakeholders and the groups others that involved for the long-run business and than many not congruence purposes (Beritelli, Buffa, & Martini, 2016; Hult, 2011; Pérez & Rodríguez del Bosque, 2014)

The scholar was mentions to the grand theory to fulfill the research gap and its was make the contribution for the body of knowledge and gain the novelty the research result from an empirical research as follow, the figure 1 below:

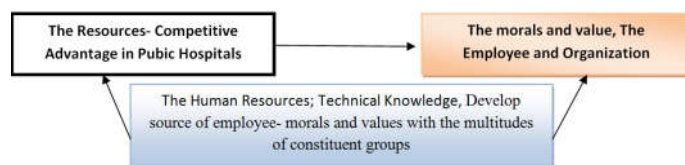


Figure 1 The Stakeholders Theory of the public Hospitals and Path to Contributions on Body of Knowledge in Management Science

The Framework and Hypothesis

Actually, the scheme of research framework for the Superior-Employee Performance public- hospitals should be to develop for fulfillment the research gap for finding the knowledge to improvement the superior- employee and organizational performance.(Bingöl *et al.*, 2013; Chiang & Birtch, 2010; Ferreira *et al.*, 2017; Gupta, Singh, & Bhattacharya, 2017; Inglis, Morley, & Sammut, 2006; Munir, Rahman, Malik, & Ma’amor, 2012; Singal, 2014; Watson, 2008; Yıldırım & Dinçer, 2016; Zheng, Hui, & Yang, 2017). Moreover, the schemes of research- framework as follow figure 2, below:

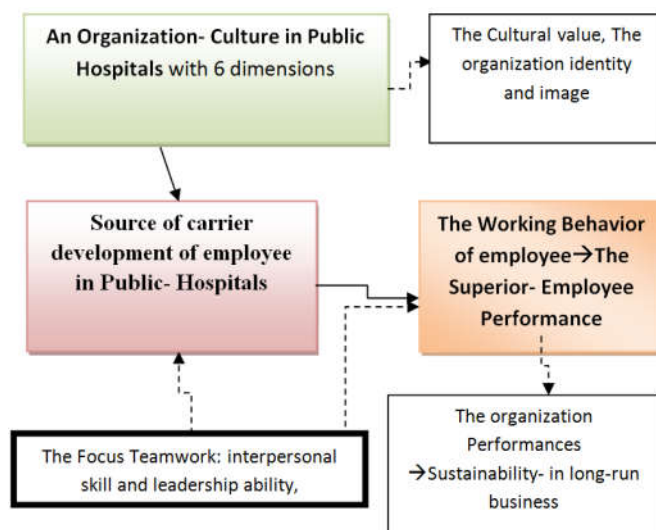


Fig 2 the Research Model to pursue the superior Employee Performance within the good organizational culture and the source of carrier development in the Public Hospitals (Source: Develop from an Author)

Furthermore, the scholars develop of the hypothesis in these investigations for the conceptual research model in figure 2 above, as follow:

H₁. The human resource comparative within an organization- culture in Public Hospitals and source of carrier development of employee public hospitals is positively related to the working behavior of employee to the superior- employee Performance.

Research method

Sample, data collection and Measurement of variables
The entire respondent for this study conducted within the random sampling from the sample- frame as the target population and the workers and stakeholders in public hospitals

in Jakarta (Mathwick, Wagner, & Unni, 2010; Susilo, 2020b; E. Thomas, 2013). Furthermore, the survey was conducted within the self-administered questionnaire that uses the rating scale within measurement rate from 1 to 10 point for entire latent variables to make the response organizational culture, employee performance (Susilo, 2020b) (Sekaran and Bougie, 2016).

Hence, the set of questionnaire have the independently cross-sectional collected method and conducted with the rating scale as an interval data scale (1 to 10 very agree). Moreover, the validity and reliability of the entire latent variables test that conducted with measurement model in structural equation modeling among variables that assess with standardize loading factor value and the variance extracted value and also the constructs reliability value (Hair, Black, Babin and Anderson, 2010)(Evermann & Tate, 2016; Susilo, 2020a).

Data analysis

Data analysis, the Model of fitting and Hypothesis testing

In this study, the data analysis could be conducted to the structural equation modeling, because the among variables were latent characteristics. Moreover, the scholars would analysis with the two step approach have pertains; the measurement model and the structural hybrid full model and used the confirmatory strategies were conducted in this multivariate data analysis, with a testing the validity and the reliability construct, also synthesis the fitting model and then hypothesis proved and interpretive the results (Susilo, 2016, 2020b) (Susilo and Yulius, 2017).

Furthermore, the research result data would have for the data analysis, include: the sensitivity analysis: the test could show did not have the outlier and missing value and the z value must have less than 2.50 and the multivariate of normality test. Moreover, the goodness of fit research model could be analyzed within the entire indexed of GOF value. Moreover, the entire hypothesis confirmed was conducted with z value more than 2.(Susilo, 2020a, 2020b)

CONCLUSIONS AND RESEARCH CONTRIBUTION

Indeed, the scholars hope the research result data could have the successfully to confirmed among hypotheses, and the best value to improves employee and organizational performance on public hospitals in Jakarta. The researcher hope the fulfillment the research gap within the novelties research model would effectively to achieve the employee morals and good values. Moreover, the research contributions were within 2 (two) area that pertain; first, the contributions for theoretical implications to the body of knowledge of the stakeholder theory. Hence, the study within conducted with the stakeholder theory as the explanations and predicted the relationship for the pursue of the employee and organizational performance that it will investigate on the value-based research in evolving the management science.

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