

**AN EMPLOYEE PERFORMANCE IN THE PRIVATE FIRMS- LOGISTICS HUB:
INSIGHTS THE GOAL- SETTING THEORY**

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ABSTRACT

The scholars found that the logistics hub firms had less an employee performance within these pandemic situations. This research should be inquiry among research gap within the employee- factors that could lead the firm's performance. Moreover, the novelty result of the model of the pursue of an employee performance and its contribution on body of knowledge on theory of goal setting theory that it's have integrated within the new platform in logistic- hub business. Hence, the research method conducted within quantitative and the confirmed strategy and the data analysis within an entire the latent variables to attempt the firm's performance. The results were contribution to the body of knowledge to the theory of GST that would to conduct in this synthesis to inquiry the employee performance.

KEYWORDS: Employee commitment, well- training, employee performance, logistic- hub, the platform in business.

1. INTRODUCTION

The Logistics Hub is strategically located in the central business district of Jakarta with unparalleled access to the airports, shipping port and the CBD of Jakarta. This firm's development will deliver a large-scale modern logistics warehouse facility that will cater to a variety of size requirements.(Derwik, Hellström, & Karlsson, 2016) Moreover, the key highlight pertains; the storey modern warehouse with wide access ramp, the docking available on some storey, the truck parking, container stacking areas, driver rest facilities, staff parking, and canteen, the access to wide roads suited to container trucks, and the Leasing options up from 10,000 to 45,000sqm per storey.(Akdoğan & Durak, 2016; Gürcan, Yazıcı, Beyca, Arslan, & Eldemir, 2016)

Indeed, the statistics data (BPS, SCI, 2021) indicated to the loading- goods within domestics- Indonesia- harbour's, show figure 1 below:

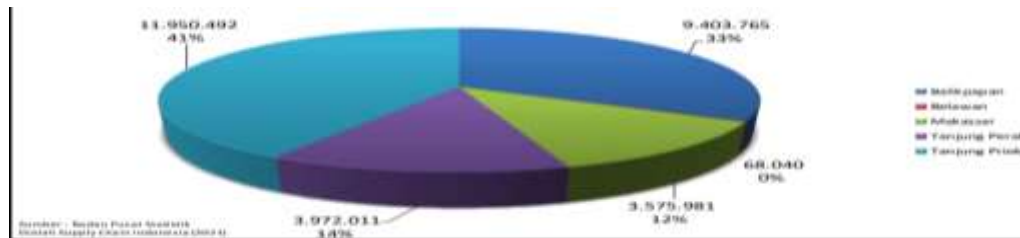


Figure 1. The loading- goods within domestics- Indonesia- harbour's

The business in the global- pandemic situations within the dynamic- market, need more the good-service quality, the communications tools, customer centric, competencies, the skill training on the job, and well mechanism and also the well support need from the general- managers, the new platform in business as the research gaps from the previous research that could leads to the human resources within the employee task performance, that have been could not always to be confirm result of the research on the Logistic-Hub Firms(Harrigan, Evers, Miles, & Daly, 2017; Moharam & Shawky, 2012; Syed Saad, Mamunur, & Quazi Akhlaqur, 2016), (Bitter & Grabner-Kräuter, 2016; Day, Crown, & Ivany, 2017)

Indeed, to fill this gap, many Logistic-hub firms have the organizational policy-change become the new-platform business cause of the global- pandemic in the word in recent day within very poor-business process of the impact to the organizational and intellectual capital-performance (Day et al., 2017; Kor, 2016; Stock, 2016; Tse, Huang, & Lam, 2013; Ulum, Ghozali, & Purwanto, 2014). Furthermore, the objective of this inquiries would be conduct within the synthesis the new- research model to fulfilling the find of research gap to attempt an impact on the task employee performance. Moreover, the focus of the latent variables as develop to leads the employee performance in the Logistic-Hub firms- business management within the new platform business.(Buil, Catalán, & Martínez, 2016; Demirkan & Spohrer, 2014; Geraerds, 2012; Järvinen & Karjaluoto, 2015; Kasper-Brauer & Leischnig, 2016; Kianto, Sáenz, & Aramburu, 2017; Kim, Cavusgil, & Cavusgil, 2013; Landroguéz, 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 Logistic-Hub firms- business within on the new platform business management, the source of employee value an entire firms should have some strategic plan and not implement in the same time for many to pursue an employee performance, thus, the human resources- advantage on among market- position for having the new- opportunity within the new platform- business within an e-commerce to gain the profit embedded that conducted to create an consumer- smart value within the

among venture.(Chaouali, Souiden, & Ladhari, 2017; Cicekli, 2016; Lee, 2009; Szopiński, 2016) Furthermore, the business plan choices by the managers for making the improvement of the Logistic-Hub firms- business management within an organizations performance and well value creation also the supported an employee- skill and spirit and also the well mechanism.(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).

2. Literature review and the Hypothesis

Many scholars have to inquire the research- model to attempt an employee performance conducted within the contributions for the body of knowledge on GST for improve employee job- commitment for the competitions, but also for the giving the contributions of the management implications to make the firms-strategies within among the logistic-hub Firms to develop the business plan for the future long- run in business activities within the new platform in business and adopted the well- management practice. (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).

Moreover, in this investigate for doing the mapping the entire firms in the competitiveness advantage in the Logistic-Hub Firms in Jakarta that it's would leads the well employee-performance in business for the long- run and should anticipated the pandemic situations within the new business- platform and ethical consequences. (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 also the Contributions on the Body of Knowledge

Indeed, the scholars were would like to rooted from the GST for develop business strategies in the logistic-hub firms in Jakarta for many heterogeneously industries for satisfy among firms-customer and increased the well employee performance thought the job motivations, commitment and well stepping-training (Bravo et al., 2015; Fink, Yogev, & Even, 2016; Gómez-Miñambres, 2012; Ivanova & Ivanov, 2015). Hence, the distinctive work competence within entire employee and the general managers of the logistics-hub firms could help the firms for facing its competitions and pandemics' situations in many industries in the global era. (Hult, Ketchen Jr, & Reus, 2001; Javad Khazaei, Masood, & Ezat Amirbakzadeh, 2017; Locke, 1996; Mitrega, 2012). Furthermore, the R-A theory have competition among firm in heterogeneous business in the logistic-hub firms- venture performance and the sustainable competitive advantage should have as the foundation of the firms to create the best policy and the new-platform in business management, bundles and provide the top-organization's resources and for achieving the employee performance within general managers supported.(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 mentions to the GST theory to fulfill the research gap within the logistic-hub firms and it could 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 2 below (Chang, Jiang, Klein, & Wang, 2019; Landers, Bauer, & Callan, 2017; G. Latham, Seijts, & Slocum, 2016; G. P. Latham, 2003):

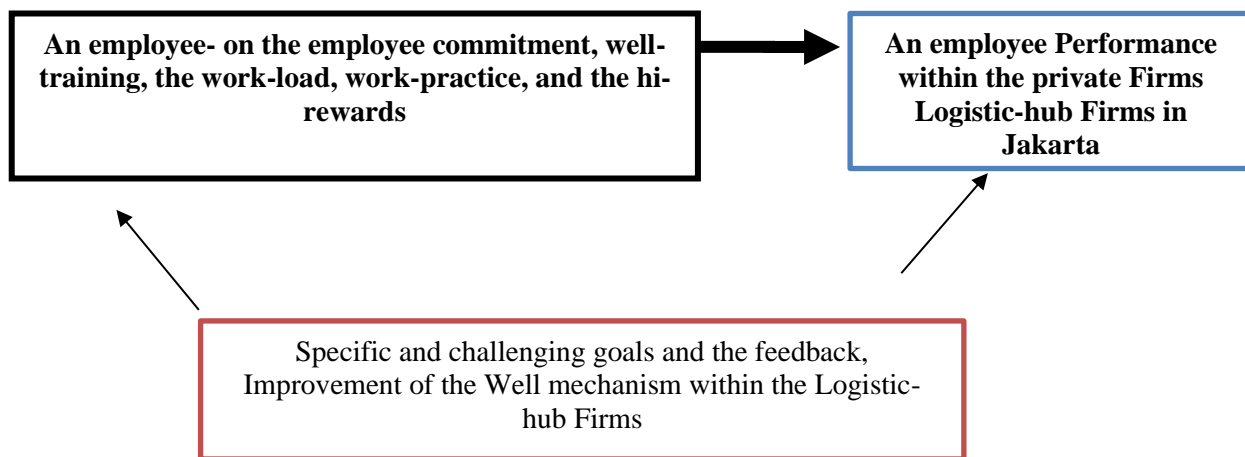


Figure 2. The Pathway an evolving **Goal-setting Theory** for Contributions on Body of Knowledge as the empirical management- science

The Framework and Hypothesis

In particular, the research framework of pursue the employee performance within the venture of the Logistic-Hub firms in Jakarta should be to develop for fulfillment the research gap for finding the knowledge to improvement the employee performance that conducted by more explore in many factors and the new management- policy and platform in the venture.(Chang et al., 2019; Chiang & Birtch, 2010; Gupta, Singh, & Bhattacharya, 2017; Mohamed, 2016; Munir, Rahman, Malik, & Ma’amor, 2012; Silva, Gerwe, & Becerra, 2017). Furthermore, the scheme of research- framework to pursue an employee performance within logistic-hub firms, as follow figure 3, below:

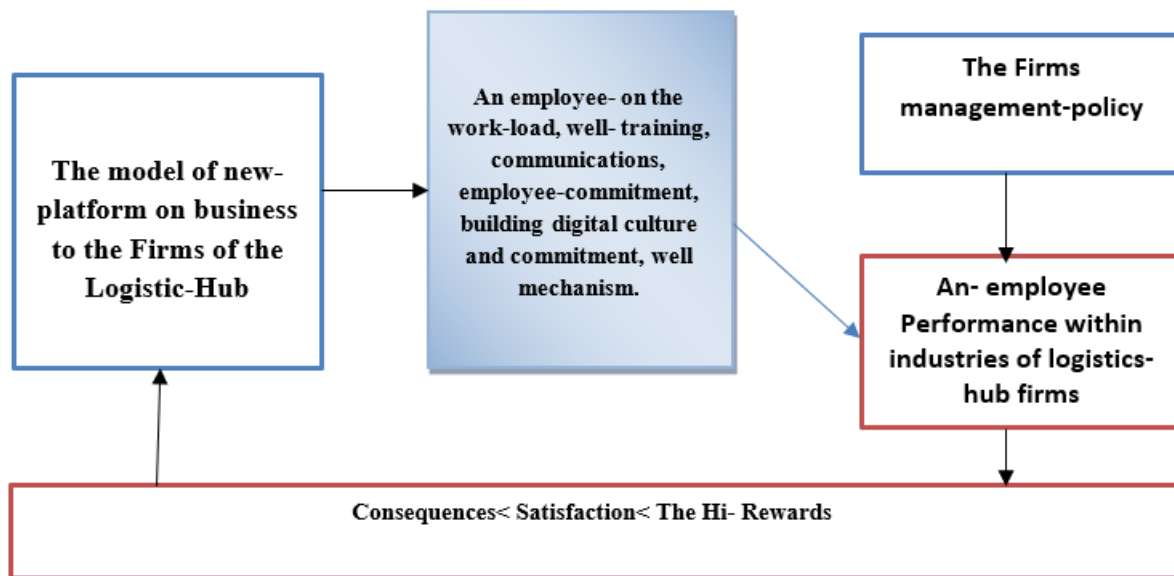


Fig.3. The Research Model of an **Employee Performance** of the Firms of the Logistic-Hub

The hypothesis in these inquiries the conceptual research model of an Employee Performance of the Firms of the Logistic-Hub, as follow (Ford, 2017; D. T. Welsh & Ordóñez, 2014; Xu, Wang, & Wen, 2019):

H1. The employee well-job mechanism within the Firms of the Logistic-Hub is positively related to the well- employee performance.

3. RESEARCH METHOD

The respondent, how data collection and the measurement of entire latent variables

The sample frame as the target populations for this research conducted within clustered- random sampling technique within entire officially- employee of the Logistic-Hub firms in Jakarta as the rater (Borenstein, Hedges, Higgins, & Rothstein, 2009; Hertwig & Pleskac, 2010; Mathwick, Wagner, & Unni, 2010; Susilo, 2020b; Thomas, 2013; Vos, Schiele, & Hüttinger, 2016). Furthermore, the field research survey was utilities within the self-administered questionnaire that it would measures within the rating scale (1 to 10 rating independently scale) to the entire latent variables to make the response for distinctive- task performance (Samson, Gloet, & Singh, 2017; Stundziene, Startiene, Remeikiene, & Dapkus, 2015; Susilo, 2020a) (Sekaran and Bougie, 2016).

Indeed, for entire latent variables, the tools- instrument have the independently collected method and conducted with the rating scale as an interval data scale (1 to 10 very agree) by the rater within among

logistics-hub firms' members. Moreover, the validity and reliability among variables analyzed and also the research- model should have the goodness of fitting within the fitting- standard of SEM, the confirmatory factor analysis modeling that conducted to the measurement model and the structural equation modeling phase of the ordering, among the latent variables and its dimensions as the second order research-model and also the goodness of fit indexes modeling(Agostini, Nosella, & Filippini, 2016; Ghozali, 2013; Jangl, 2016; Susilo, 2020a) (Hair, Black, Babin and Anderson, 2010)(Evermann & Tate, 2016).

4. DATA ANALYSIS

The Hypothesis testing

The new concept research-model in this inquiry that pursue the well-employee performance within the logistic-hub firms have the analysis that should be conduct to the structural equation modeling; an entire the latent constructs were un-observed characteristics. (Susilo, 2020b) Moreover, the two-phase approach has pertained; 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 among latent- variables, and then the synthesis the fitting model and hypothesis confirmed to the research model (Ghozali, 2013; Susilo, 2020b) (Susilo and Yulius, 2017).

Actually, the research result to attempt the well- employee performance would have gain for the data analysis pertain: the sensitivity analysis: the test indicated did not have the outlier and missing value that conducted with SPSS and the z value <4.00 and the multivariate of normality test (Susilo, 2020b). Furthermore, the goodness of fit research model in this investigated could be analyzed within the entire an incremental- indexed value (Susilo, 2020a). Moreover, the entire hypothesis confirmed was conducted with t value >2.00 , within path- hybrid t-model and the structural equations modeling. (Augusty, 2014; Susilo, 2016, 2020b)

5. CONCLUSIONS AND RESEARCH CONTRIBUTION.

Actually, to confirm the among hypotheses, and should to pursue the distinctive- an employee performance in the Logistic-Hub firms in Jakarta within entire factors as the predictor's variables. The scientist could be to the fulfillment the research gap within the new research model would effectively to achieve the employee-performance. Hence, the research contributions were within 2 (two) area that pertain; first, the contributions for theoretical implications to the body of knowledge of the resources advantage in human resource management of the Logistics-Hub firms. Furthermore, the result research would conduct with the Goal setting Theory as the explanations and predicted the relationship for the attempt the distinctive-employee-performance that it's would inquiries on the increased of an well mechanism-employee, that have the well supported from among the new policy in firms to the Logistic-Hub firms and employee performance in management of human resources science to the future evolved.

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