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## Research Article

# THE ACHIEVEMENT OF TASK- EMPLOYEE PERFORMANCE IN THE PRIVATE BANK: AN EVOLVED GOAL- SETTING THEORY OF MOTIVATION

**Yunita Nurhayati and Wilhelmus Hary Susilo**

Postgraduate, Faculty of Business and Management, University of Persada Indonesia Y.A.I

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### ABSTRACT

The scholars identified that the private banking had less task employee performance within these pandemic situations. This research would be confirming the entire research gap within the employee- factors that could lead the task performance. Furthermore, the novelty research- result of the model of the improvement of task-employee performance and it's provided the contribution on body of knowledge on theory of goal setting of motivation that it's have integrated within the new platform in business support to long- run 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 results were contribution on the body of knowledge to the theory of GST that would to conduct in this synthesis to improve the employee task performance.

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### INTRODUCTION

The business in the global- pandemic situations within an emerging market, need more the communications tools, customer centric, competencies, the skill training on the job, and the employee job satisfaction, 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 private banking (Moharam & Shawky, 2012; Syed Saad, Mamunur, & Quazi Akhlaqur, 2016)(Harrigan, Evers, Miles, & Daly, 2017), (Bitter & Grabner-Kräuter, 2016; Day, Crown, & Ivany, 2017).

Fill this gap, many private bank-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(Kor, 2016; Ulum, Ghozali, & Purwanto, 2014)(Day *et al.*, 2017; Stock, 2016; Tse, Huang, & Lam, 2013). Furthermore, the objective of this inquiries would be conduct within the synthesis the new- research model to fulfilling the find of research gap to pursue an impact on the task employee performance. Moreover, the focus of the latent variables as develop to leads the task-employee job performance in private banking- 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; 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 private banking- 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 the task employee performance, thus, the human resources- advantage on among market-position for having the new- opportunity within the new platform- business within internet-mobile banking to gain the profit embedded that conducted to create an consumer- smart value.(Chauouli, Souiden, & Ladhari, 2017; Cicekli, 2016; Lee, 2009; Szopiński, 2016) Furthermore, the business plan choices by the managers for making the improvement of private banking 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,

\*Corresponding author: **Yunita Nurhayati**

Postgraduate, Faculty of Business and Management, University of Persada Indonesia Y.A.I

& 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).

**LITERATURE REVIEW AND THE HYPOTHESIS**

Indeed, the many scholars have to inquire the research- model to pursue the task employee performance conducted within the contributions for the body of knowledge on GST for improve employee job motivation for the competitions, but also for the giving the contributions of the management implications to make the firms-strategies within entire the private banking 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).

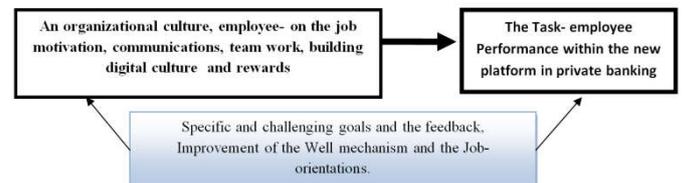
Furthermore, in this investigate for doing the mapping venture in the competitiveness advantage in the private banking in Jakarta thatit’s would leads the superiortask employee-performance in business for the long- run and should anticipated the pandemic situations within the new business of private banking 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**

The scholars were would like to rooted from the GST for develop business strategies in the private banking in Jakarta for many heterogeneously industries for satisfy bank-customer and increased the task employee performance thought the job motivations (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 private banking should help the venture for facing its competitions and pandemics’ situations in many industries in the global era. (Locke, 1996) (Hult, Ketchen Jr, & Reus, 2001; Javad Khazaei, Masood, & Ezat Amirbakzadeh, 2017; Mitrega, 2012). Furthermore, the R-A theory have competition among firm in heterogeneous business in private banking- 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 task- 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 could mentions to the GST theory to fulfill the research gap and it would have the contribution for the body of

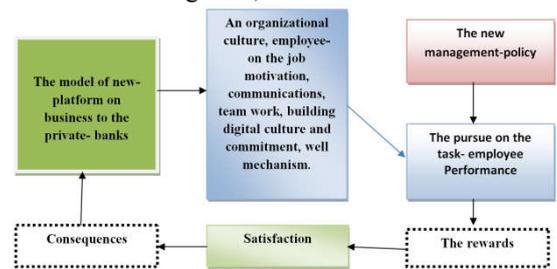
knowledge and result the novelty of the research result from an empirical research for distinctive- organization performance as follow, the figure 1 below (Chang, Jiang, Klein, & Wang, 2019; Landers, Bauer, & Callan, 2017; G. Latham, Seijts, & Slocum, 2016; G. P. Latham, 2003):



**Figure 1** The Scheme of evolving Goal-setting Theory of Motivation for Contributions on Body of Knowledge as the empirical- science

**The Framework and Hypothesis**

In particular, the research framework of pursue the task-employee performance within the venture of the private-banking in Jakarta should be to develop for fulfillment the research gap for finding the knowledge to improvement the superior- task employee performance that conducted by more explore in many factors and the new management- policy and platform in private- banking. (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 as follow figure 2, below:



**Fig 2** The Research Model to Pursue on task-Employee Performance of the Private banking in Jakarta

The hypothesis in these inquiries the conceptual research model, as follow (Ford, 2017; D. T. Welsh & Ordóñez, 2014; Xu, Wang, & Wen, 2019):

H<sub>1</sub>. The employee well-job mechanism within the private-banking is positively related to the task- employee performance.

**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 random sampling technique within entire officially- employee of the private- bank in Jakarta (Borenstein, Hedges, Higgins, & Rothstein, 2009; Hertwig & Pleskac, 2010; Mathwick, Wagner, & Unni, 2010; Susilo, 2020b; Thomas, 2013; Vos, Schiele, & Hüttinger, 2016). Moreover, the field research survey was utilities within the self-administered questionnaire that should measures within the rating scale (1 to 10 rating independently scale) to among 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, the tools- instrument have the independently collected method and conducted with the rating scale as an interval data scale (1 to 10 very agree). Furthermore, the validity and reliability among variables analyzed and also the model should have the goodness of fitting the confirmatory factor analysis modeling that conducted to the 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, Nosella, & Filippini, 2016; Ghozali, 2013; Jangl, 2016; Susilo, 2020a) (Hair, Black, Babin and Anderson, 2010) (Evermann & Tate, 2016).

## DATA ANALYSIS

### *The Hypothesis testing*

The new-model in this inquiry have the analysis that should be conducted to the structural equation modeling; an entire the latent constructs were un-observed characteristics. (Susilo, 2020b) Moreover, 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 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 would have 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)

## CONCLUSIONS AND RESEARCH CONTRIBUTION

Actually, to confirm the entire hypotheses, and the value should be having to pursue the distinctive- an employee task performance in the private banking in Jakarta within entire factors as the predictor's variables. The scientist would be to the fulfillment the research gap within the new research model would effectively to achieve the employee task performance. Moreover, 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 venture. Furthermore, the result research would conducted with the Goal setting Theory of motivation as the explanations and predicted the relationship for the attempt the distinctive- 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 private banking and employee performance in management of human resources science.

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## ORCID iD

ORCID:000-0002-6758-1159, URL: [orcid.org/0000-0002-6758-1159](https://orcid.org/0000-0002-6758-1159). And SCOPUS ID: 56539508300.

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