

# THE ORGANIZATION PERFORMANCE IN THE BUDGET-HOTEL: INSIGHT WITHIN AN EMPLOYEE ON JOB ACCENTED

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## Research Article

# THE ORGANIZATION PERFORMANCE IN THE BUDGET-HOTEL: INSIGHT WITHIN AN EMPLOYEE ON JOB ACCENTED

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### ABSTRACT

This new norm- era have to many constrain to implemented from the business planning on the heterogeneous- demand, not competitive, and more less- complain data for satisfy entire some budget- hotel visitors. This research would be analyzed the research gap within the employee job stressed and its performance. Furthermore, the novelty research- result of the model of the improvement of employee performance and it's provided the contribution on body of knowledge on theory of competence- based that it's have integrated within top managers 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 that would to conduct in this synthesis to improved employee spirit, general managers support and decreased of the stressor in working daily within the ventures.

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### INTRODUCTION

The business long-run that in the situations within an emerging market, need more the skill training on the job, and the employee job satisfaction and also the well support need from the general- managers as the research gaps from the previous research that could leads to the human resources performance, that have been could not always to be confirm result of the research on the budget- hotels business (Harrigan, Evers, Miles, & Daly, 2017), (Bitter & Grabner-Kräuter, 2016; Day, Crown, & Ivany, 2017)

Actually, many firms have the organizational policy-change because of the pandemic in the word in recent day within very poor-process of the impact to the organizations performance within the job stressed and affected to the employee burnout and turnover (Day *et al.*, 2017; Stock, 2016) (Tse, Huang, & Lam, 2013) The objective of this inquiries would be conduct with the synthesis the new- research model to fulfilling the find of research to pursue an impact on the employee performance. Moreover, the focus of the latent variables as develop leads the firm's performance in budget-hotels business. (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; 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 budget hotel- 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, thus, the human resources- advantage on among market- position for having the new- opportunity for reach the profit embedded that conducted to create a consumer value. Furthermore, the business plan choices by the general- managers for making the improvement of budget hotel business within an organizations performance and well value creation also the supported an employee- skill and spirit also decrease the stressor in the daily job. (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).

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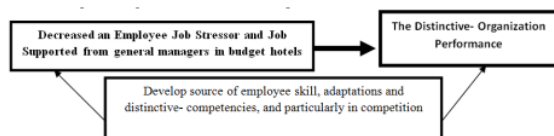
**Literature review and the Hypothesis**

Recently, the many researcher has inquiry 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, but also for the giving the contributions of the management implications to make the organization strategies within entire the budget- hotel develop the business plan for the future long- run in business activities and adopted the well- management practice. (Corsaro, Ramos, Henneberg, & Naudé, 2011; del Alonso-Almeida, Bagur-Femenias, & Llach, 2011). Hence, in this investigate for doing the mapping corporate in the competitiveness advantage in the budget hotels in Jakarta that could leads the superior performance in business for the long- run and should anticipated the pandemic situations .(Estrada, Faems, & de Faria, 2016; Ivens, Pardo, Niersbach, & Leischnig, 2016).

**The Competence- Based Theory also the Contributions on Body of Knowledge**

The researcher would like to rooted from the competence-based theory as an internal factors for develop business strategies in the budget hotels in Jakarta for many heterogeneously industries for satisfy customer and decreased the job stressor of employees.(Bravo *et al.*, 2011; Fink, Yogeve, & Even, 2016; Ivanova & Ivanov, 2015)Hence, the distinctive work competence within entire employ and the general managers of the budget hotels should be help the firms for facing its competitions and pandemics' situations in many industries in the recently era. (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 budget hotels venture performance 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 general managers supported and decreased the job- stressors.(Alisher Tohirovich, Changjoon, & Jungyun, 2017; Gabrielsson, Seppälä, & Gabrielsson, 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, 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 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:



**Figure 1** The Scheme of the Competence- Based Theory for Contributions on Body of Knowledge

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

H1. The decreased of an employee job stressors and well supported from the well competencies of the general managers within the budget hotel is positively related to an employee performance and have an impacted the organizational 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 official employee in the budget- hotels Jakarta(Susilo, 2020b)(Borenstein, Hedges, Higgins, & Rothstein, 2009; Hertwig & Pleskac, 2010; Mathwick, Wagner, & Unni, 2010; 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- organization performance in budget- hotel in Jakarta (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 tested and also the model should have the goodness of fit using 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 research model in this studies have the analysis that should be conduct to the structural equation modeling; cause 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 proved (Susilo, 2020b)(Ghozali, 2013) (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 <2.50 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 indexed value(Susilo, 2020a). Moreover, the entire hypothesis confirmed was conducted with t value >2.(Augusty, 2014; Susilo, 2016, 2020b)

## CONCLUSIONS AND RESEARCH CONTRIBUTION

Indeed, to confirm the entire hypotheses testing, and the value should be have to pursue the distinctive- organizational performance in the budget- hotels in Jakarta within decreased job stressor and have the well supported from the general managers. The researcher would be to the fulfillment the research gap within the new research model would effectively to achieve the employee 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 competence- based Theory as the explanations and predicted the relationship for the attempt the distinctive- organization performance that its would inquiries on the decreased of an employee job stressor, the well supported from among general managers in budget hotels and employee performance in management of human resources science.

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