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## AN EMPLOYEE PERFORMANCE IN SME- FOOD AND BEVERAGE ENTERPRISES IN INDONESIA: THE MODEL PROPOSE IN THE MANAGEMENT SCIENCE

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### ABSTRACT

The among national- corporations have some misguide from the vision and missions on the heterogeneous- industrial- F&B firms, the high tight competitions, no-data improvement and well newest inventions. This study would be investigating the research gap within the human resource on the job performance within source of employee capability and well supported from the leader. The novelty research- result from the confirmed new proposed model have the powerful development of pursuing an employee the job performance within an unique of an employee capability that more contribution on body of knowledge on the GST and the theory of upper echelons that it's have integrated various fields within top managers capabilities and competencies for doing long- run in business within F&B SME enterprises. Moreover, the research method was conduct using the confirmed strategy in multivariate data analysis within an entire the latent variables, such as the predicted needed within the SmartPLS in SEM. The scientists would hope make the contribution to the theory that conducted in this synthesis within the national F&B corporation.

**KEYWORDS:** Human resources management, the SME- firms, job performance.

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### INTRODUCTION

The determinant factors within an emerging market in advance F&B market and the tight competitions, well supported leader, provide the big data, and the human resources the job performance within source of employee value, that have been could be confirm result of wide research on the national F&B- venture for the sustainability perspective. (Khan, 2020; Samiee &

Chirapanda, 2019a, 2019b; Sheth & Sinha, 2015)(Khan, 2020; Samiee & Chirapanda, 2019a, 2019b; Sheth & Sinha, 2015)

Further , an analysis have the very poor-process of the impact to employee the job performance within source of employee value and the meaning in an among national F&B firms as the result research from many scholars synthesis and contribution on body of knowledge of GST, that some research gap that must be fulfill the novelty variables as the new models of the market- based human resources management the empirical research.(Adin, 2021; Lan et al., 2021; Permarupan et al., 2013; Tang et al., 2014a; Wang et al., 2020) The objective of this analysis should be synthesis the new- research model to fulfilling the research gap between the role of human resources within its impact on the employee the job performance. Hence, the focus of an intervening variables **well Training and The Focus Teamwork; interpersonal skill & well leadership** as develop of resource of within a synthesis of results to contribution on the body of knowledge to the GST that used. (Nirwana et al., 2023; Putra Pratama et al., 2023)

The human resources within the value creation on the source of employee value an among national-F&B firms have many strategic plan to attempt the employee performance, conducted with the good manage for winning the tight competition, the human resources- advantage on among national market for having the new- opportunity for reach the profit embedded on the business with create an unique value. Moreover, the strategic choices have done by managers for improvement job performance within good human resources and unique well training and employee capability. (Dewi & Susilo, 2021; Mgammal & Al-Matari, 2021)

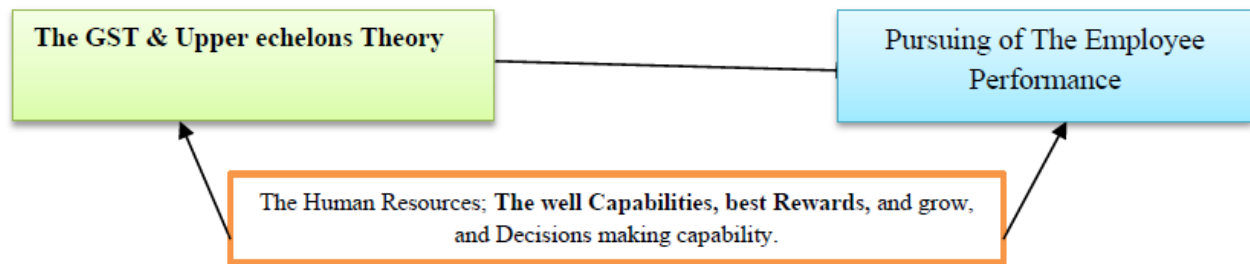
## **2. LITERATURE REVIEW AND THE HYPOTHESIS**

The scholar has in this synthesis was investigating the research- model to pursue the employee performance on conducted within the contributions for the body of knowledge of GST, the Upper Echelons' theory and theory of Knowledge based view of the firm for the competitions and holistic, also for the contributions in develop of the management implications to make the strategies within entire national- F&B venture. Moreover, in this inquiry for attempted the robust competitiveness advantage to leads the superior employee performance in national business for the long- run. (Ekiyanto et al., n.d.; Magdalena & Susilo, n.d.; Sonmez Cakir & Adiguzel, 2020; Temouri et al., 2022; Utami et al., n.d.)

### **The Upper Echelon's Theory, and the GST also the Contributions on Body of Knowledge**

The organization structure and incremental innovation could support employee performance and the strategic approach on HR management and making subordinate within efficiently process. The knowledge- based view of the firm theory and Upper echelons theory would help to knowing and explaining the paradigm more to be sharp. 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 corporate to create the best structures, bundles and provide the top-organization's resources and it's have smart- management within hybrid competitive strategy for achieving the employee performance.

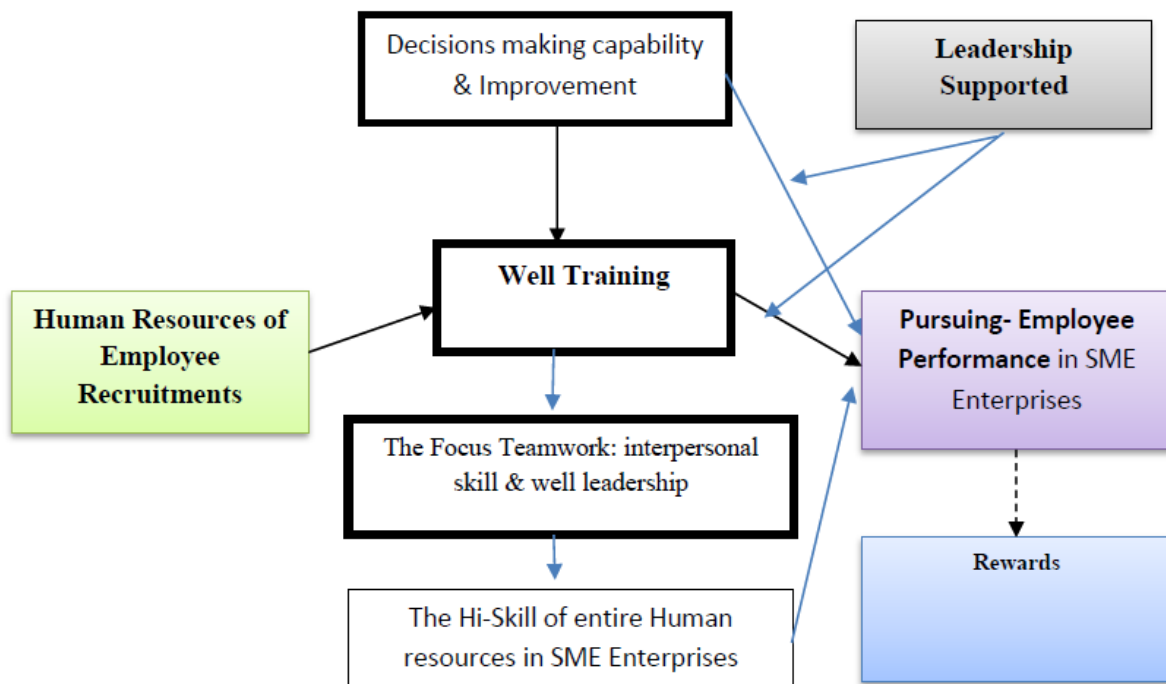
The scientist would mention to the grand theory to fulfill the research gap and its was make the contribution for the body of knowledge and gain the novelty the research result from an empirical research as follow, the figure 1 below:



**Figure 1.** The GST and an Upper Echelons Theory to Contributions on Body of Knowledge

### The Framework and Hypothesis

Importantly, the research framework of Pursuing Superior- Employee Performance within SME-F&B- Corporations should be to develop for fulfillment the research gap for finding the knowledge to improvement the well- employee performance. Moreover, the scheme of research- framework as follow figures 2, below (Korschun et al., 2014; Peng et al., 2020; Selvarajan et al., 2018):



**Figure 2.** The Research Model to Pursuing an Employee Performance conduct to Moderating Leadership Supported  
 (Source: Develop from an Author)

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

**H1.** The human resource comparative within SME- F&B firms is positively related to well training program of employee value.

**H2.** The well training programmed, The Hi-Skill of entire Human resources in SME- F&B Enterprises and Decisions making capability & Improvement are positively related to the superior employee performance.

**H3.** The well training programmed are positively related to the superior Focus Teamwork: interpersonal skill & well leadership and The Hi-Skill of entire Human resources in SME Enterprises

### **3. RESEARCH METHOD**

Sample, data collection and Measurement of variables

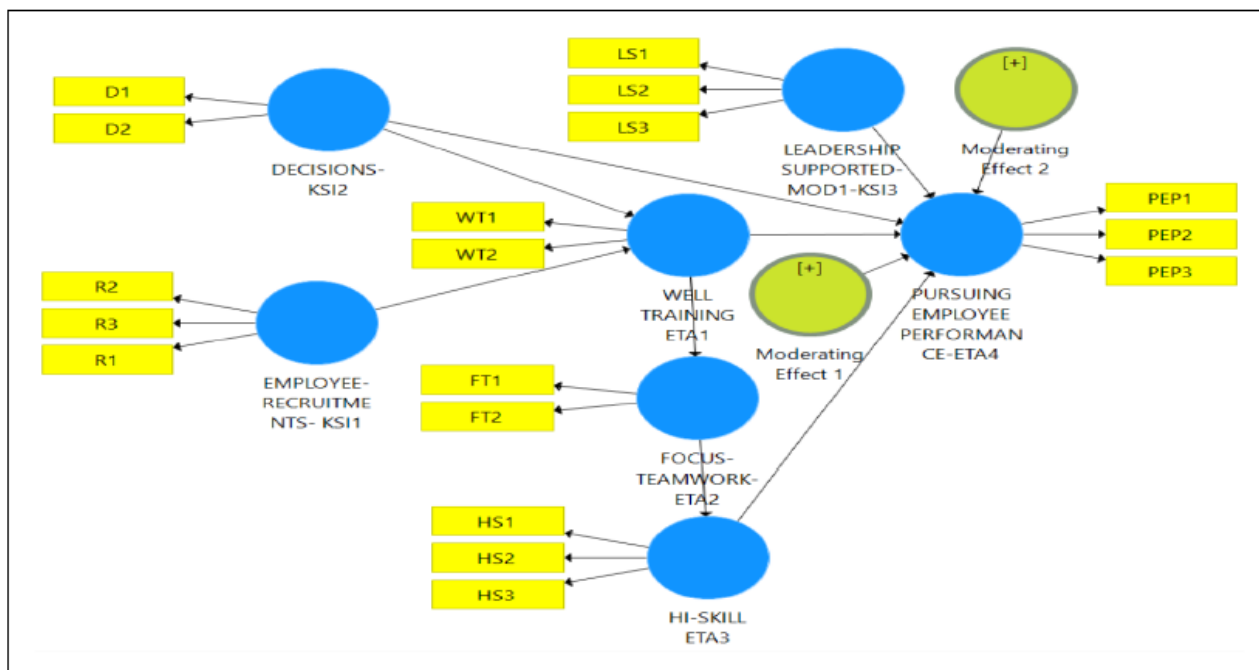
This inquiry would conduct within the quantitative method and survey design in business research approach. The respondent for this research conducted within total sampling and the workers in national F&B SME- firms in Jakarta. Moreover, the survey was conduct within the self-administered questionnaire that uses the rating scale for entire latent variables to make the response for use the newest technologies consumers' goods brand. Hence, the tools- instrument have the independently cross-sectional 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 that conducted with measurement model in structural equation modeling among variables (Hair, Black, Babin and Anderson, 2010) (Evermann & Tate, 2016)(Garbie, 2012; Mgamal & Al-Matari, 2021).

### **4. DATA ANALYSIS**

Data analysis, the Model of fitting and Hypothesis testing

The data analysis would conduct to the structural equation modeling in the SmartPLS, because entire the variables were latent characteristics. Moreover, the two-step approach has pertained; outer- model assessments to the validity and reliability of entire item and among variables and the testing to an inner- model and used the predicting modeling- strategies were conducted in this multivariate data analysis, with a testing the validity and the reliability construct, also synthesis the fitting model and hypothesis proved. (Chang et al., 2016; Sitabutr & Pimdee, 2017)

Importantly, the smartPLS conceptual research model could develop such as scheme below:



**Figure 3.** The Research Model to Pursuing an Employee Performance to assessments conduct with the smartPLS in the outer-model and inner-model.

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 a univariate and multivariate of normality test. Moreover, the goodness of fit research model could be analyzed within the indexed value. Moreover, the entire hypothesis confirmed was conducted with t value  $> 2$ . (Chang et al., 2016) (Al & Anil, 2016; Jaworski et al., 2018; Lan et al., 2021; Peng et al., 2020; Peregrin, 2014; Sitabutr & Pimdee, 2017; Tang et al., 2014b, 2014a)

## 5. CONCLUSIONS AND RESEARCH CONTRIBUTION.

Importantly, our research result could have the successfully to predict among hypotheses, and the best value could be fined to pursue employee performance on national- F&B the SME corporations. The scholar hopes the fulfillment the research gap within the new research model would effectively to achieve the employee value with the smart planning to develop some business program. (Alan et al., 2016; Nirwana et al., 2023; Rubio et al., 2017; Susilowati & Susilo, 2021; Tang et al., 2014b, 2014a) Furthermore, 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 of the national- F&B of the SME venture. Moreover, the conducted with **The Upper Echelon's Theory, and the GST Theory** as the explanations and predicted the relationship for the pursuing the employee performance that its will investigate on the value- based research in management science conduct to the evidence base and empirically business research.

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### Declaration of conflicting interests

The scholar declared no potential conflicts of interest with respect to the investigated, authorship, publication within this manuscript.

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