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THE POSITIVE ORGANIZATIONAL CULTURE AND EMPLOYEE PERFORMANCE AS INTERNAL INFLUENCES IN PRIVATE ENTERPRISES IN JAKARTA: PERSPECTIVES FROM STAKEHOLDER THEORY

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ABSTRACT

The recent challenges faced by private firms in Jakarta highlight a significant disconnect between their stated visions and missions and the actual experiences of their visitors, resulting in dissatisfaction and a lack of data-driven innovation. This study aims to explore the research gap concerning the interplay between human resource practices and organizational culture, particularly focusing on how employee morals and values influence performance outcomes. The proposed research model seeks to enhance understanding of employee performance by emphasizing the unique contributions of individual morals and values, thereby enriching the existing body of knowledge related to stakeholder theory. This theory integrates various competencies of top management, which are essential for sustaining long-term business success. Additionally, the research methodology will employ structural equation modelling to analyse the latent variables involved, ensuring a robust examination of the relationships at play. The scholars involved aspire to contribute significantly to the literature on stakeholder theory through this synthesis of findings across different firms.

KEYWORDS:- Organizational culture, private firms, employee performance.

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1. INTRODUCTION

The recent challenges faced by private firms in Jakarta highlight the need to reassess the effectiveness of their vision and mission statements, particularly in the context of diverse corporate environments. These organizations have struggled to meet visitor satisfaction, largely due to a lack

of data-driven strategies and incremental innovations. This study aims to explore the research gap concerning the interplay between human resource practices and organizational culture, specifically focusing on how employee morals and values influence performance outcomes.

Organizational culture refers to the shared values, beliefs, and practices that shape the behaviors and interactions of individuals within a company. It encompasses the underlying assumptions and norms that influence how employees engage with one another and approach their tasks. This culture is often reflected in the organization's policies, communication styles, and overall work atmosphere, which significantly impact employee satisfaction, productivity, and the organization's success as a whole. Understanding and effectively managing organizational culture is vital for fostering a positive work environment and achieving strategic objectives. Employee performance is characterized by the extent to which an individual meets their job responsibilities and contributes to the organization's overarching goals. This concept encompasses various aspects, including the quality of work produced, adherence to deadlines, collaboration with colleagues, and compliance with company policies. Evaluating employee performance is crucial for identifying both strengths and areas for development, which can inform training initiatives and strategies for performance improvement. Ultimately, understanding and enhancing employee performance is essential for creating a productive workplace and ensuring the organization's success.

The proposed research model seeks to enhance understanding of employee performance by emphasizing the significance of unique moral frameworks and values, thereby contributing to the existing body of knowledge on stakeholder theory. This theory integrates various competencies of top management, which are essential for sustaining long-term business success. The research methodology will employ structural equation modeling to analyze latent variables, ensuring a robust examination of the relationships involved. Scholars anticipate that this investigation will enrich stakeholder theory by synthesizing insights across firms. In an era characterized by globalization and competitive market dynamics, the integration of moral values, advanced technologies, and data-driven approaches is crucial for enhancing human resource performance.

Ultimately, the interplay between organizational culture and employee performance emerges as a critical determinant of superior firm performance on a global scale (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).

An examination of the influence of employee morale and values on performance within private enterprises reveals significant deficiencies in existing processes. This analysis draws upon a synthesis of research contributions from various scholars within the framework of stakeholder theory, highlighting a notable gap in previous studies concerning other stakeholders. To address this gap, it is essential to incorporate novel variables that reflect emerging models in market-based human resource management research, thereby enhancing the body of knowledge in this field.

A thorough investigation into the impact of employee morale and values on performance in private sector organizations uncovers considerable shortcomings in current methodologies. This study integrates insights from a range of academic contributions situated within the context of stakeholder theory, underscoring a significant oversight in earlier research regarding additional stakeholders. To bridge this oversight, it is crucial to introduce innovative variables that align with contemporary frameworks in market-oriented human resource management research, thus enriching the existing literature in this domain. A comprehensive analysis of how employee morale and values affect performance in private sector companies reveals notable inadequacies in prevailing practices. This investigation synthesizes findings from various academic sources within the scope of stakeholder theory, emphasizing a critical oversight in prior research related to other stakeholders. To remedy this oversight, it is vital to integrate new variables that correspond with progressive models in market-driven human resource management studies, thereby contributing to the advancement of knowledge in this area (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 private firms within its impact on the employee performance. Hence, the focuses of an intervening variable 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. The influence of organizational culture on human resources in private enterprises significantly affects employee performance. Consequently, this analysis emphasizes the importance of intervening variables that shape employee morale and values, ultimately contributing to a comprehensive understanding of stakeholder theory. By synthesizing these results, the study aims to enhance the existing body of knowledge regarding the interplay between organizational culture and human resource practices, thereby providing valuable insights for stakeholders.

The primary aim of this analysis is to develop a new research model that addresses the existing gap concerning the influence of organizational culture on human resources within private firms, particularly regarding its effects on employee performance. This study will concentrate on the role of intervening variables that foster employee morale and values, thereby contributing to the broader discourse on stakeholder theory. The relationship between organizational culture and human resource practices in private organizations plays a crucial role in shaping employee performance. Therefore, this analysis underscores the significance of these intervening variables, which ultimately enrich the understanding of stakeholder theory. By integrating these findings, the research seeks to advance the current knowledge base on the dynamics between organizational culture and human resource management, offering meaningful insights for stakeholders involved (Demirkan & Spohrer, 2014; Geraerdt, 2012; Järvinen & Karjaluoto, 2015; Kianto, Sáenz, & Aramburu, 2017; Kim, Cavusgil, & Cavusgil, 2013; Landroque, 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 role of human resources in shaping the morals and values that underpin organizational culture is critical, particularly in the context of private firms. These institutions implement various strategic plans aimed at enhancing employee performance, which in turn influences overall organizational effectiveness. By effectively managing these resources, can navigate competitive pressures while simultaneously improving employee satisfaction. This strategic advantage in human resources is essential for maintaining a strong position within the national business market. The significance of human resources in cultivating the ethical standards and values that form the foundation of organizational culture is paramount, especially within private enterprises. These organizations deploy a range of strategic initiatives designed to boost employee performance, which subsequently impacts the overall effectiveness of the organization. Through adept management of these resources, firms can address competitive challenges while also fostering higher levels of employee satisfaction. This strategic leverage in human resources is vital for sustaining a robust presence in the national business landscape (Ferreira, Marques, Nunes, & Figueira, 2017; Isidro-Filho, Guimarães, Perin, & Leung, 2013; Marcia, Xi, Michelle, & Greg, 2015).

The strategic decisions made by senior management are crucial for enhancing organizational performance, particularly through the cultivation of strong human resources and the establishment of robust ethical values and principles. The choices made by top management play a vital role in improving organizational effectiveness, especially by fostering a skilled workforce and promoting solid ethical standards and values. The strategic choices undertaken by senior management are essential for the improvement of organizational performance, particularly through the development of a competent workforce and the reinforcement of strong ethical values and principles. The decisions made by top executives significantly influence the effectiveness of the organization, especially by nurturing a talented human resource base and advocating for firm ethical standards and values. The strategic choices executed by senior leadership are fundamental to enhancing the performance of an organization, particularly through the development of a capable workforce and the reinforcement of strong ethical values and principles. The decisions taken by top executives are pivotal in driving organizational effectiveness, especially by cultivating a skilled human resource base and upholding robust ethical standards. The strategic initiatives undertaken by senior management are critical for advancing organizational performance, particularly through the nurturing of a proficient workforce and the establishment of solid ethical frameworks and values.

The choices made by senior leaders have a profound impact on the overall effectiveness of the organization, particularly by fostering talent and promoting steadfast ethical principles (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).

2. LITERATURE REVIEW AND THE HYPOTHESIS

Organizational culture refers to the shared values, beliefs, and practices that shape the behavior and interactions of individuals within a company. It encompasses the underlying assumptions and

norms that influence how employees engage with one another and approach their work. This culture is often reflected in the organization's policies, communication styles, and overall work environment, ultimately impacting employee satisfaction, productivity, and the organization's success. Understanding and actively managing organizational culture is crucial for fostering a positive workplace atmosphere and achieving strategic objectives. The recent synthesis conducted by the scholar has focused on exploring a research model aimed at enhancing employee performance in relation to workplace behavior and organizational effectiveness. This investigation contributes to the existing body of knowledge on stakeholder theory and offers valuable insights for developing management strategies applicable to private corporations in Jakarta. The findings are intended to inform and improve strategic approaches within these organizations, thereby advancing both theoretical understanding and practical applications in the field (Ferreira et al., 2017; Svensson & Hartmann, 2018).

Organizational culture encompasses the collective values, beliefs, and practices that influence the behaviors and interactions of individuals within a business. It includes the fundamental assumptions and norms that dictate how employees relate to one another and approach their responsibilities. This culture is often manifested in the organization's policies, communication methods, and overall work environment, all of which play a critical role in determining employee satisfaction, productivity, and the overall success of the organization. Recognizing and effectively managing organizational culture is essential for cultivating a positive workplace and achieving strategic goals. Employee performance is defined by the degree to which an individual fulfills their job duties and contributes to the broader objectives of the organization.

This concept includes various dimensions, such as the quality of work delivered, punctuality in meeting deadlines, teamwork with peers, and adherence to company regulations. Assessing employee performance is vital for pinpointing both strengths and areas needing improvement, which can guide training programs and performance enhancement strategies. Ultimately, understanding and improving employee performance is crucial for fostering a productive work environment and ensuring the organization's overall success. Employee performance refers to the effectiveness and efficiency with which an individual executes their job responsibilities and contributes to the overall objectives of the organization. It encompasses various factors, including the quality of work produced, the ability to meet deadlines, collaboration with colleagues, and adherence to company policies. Evaluating employee performance is crucial for identifying strengths and areas for improvement, which can inform training and development initiatives, as well as performance management strategies. Ultimately, understanding and enhancing employee performance is vital for fostering a productive work environment and achieving organizational success.

In addition, this research aims to explore the strong competitive advantages that contribute to enhanced employee performance and overall organizational effectiveness in the long term. This study also seeks to investigate the significant competitive advantages that play a crucial role in improving employee performance and fostering long-term organizational effectiveness. Furthermore, this study intends to examine the substantial competitive advantages that enhance employee performance and promote overall organizational effectiveness over an extended period. It

also aims to analyze the key competitive advantages that are instrumental in boosting employee performance and supporting sustained organizational success (Birasnav, 2014; Devece, Palacios, & Martinez-Simarro, 2016; Hwabamungu et al., 2018).

The stakeholders of the organization and their contributions to the body of knowledge.

Stakeholders refer to individuals or groups that have a significant interest or investment in a particular project, organization, or outcome. The organizational structure, along with incremental innovation, can enhance both employee and organizational performance by influencing work behaviors in human resource management. Furthermore, a strategic approach to human resource management science can facilitate effective communication processes among subordinates,

thereby improving overall efficiency. Stakeholders are defined as individuals or collectives that possess a considerable interest or investment in a specific project, organization, or result. The framework of an organization, combined with progressive innovation, has the potential to improve both employee and organizational performance by shaping work behaviors within the realm of human resource management. Additionally, employing a strategic perspective in the science of human resource management can promote effective communication channels among employees, ultimately leading to enhanced overall efficiency. The term "body of knowledge" refers to a comprehensive collection of information, concepts, and practices that are recognized as essential within a particular field or discipline. This compilation serves as a foundational framework that guides professionals and scholars in their understanding and application of specialized knowledge. It encompasses theories, methodologies, and empirical findings that collectively contribute to the advancement and evolution of the field (Haifen, Mengya, & Jingqin, 2017; Howell, van Beers, & Doorn, 2018; Stachova, Stacho, & Vicen, 2017).

The knowledge-based view of the firm and Upper Echelons theory can contribute to understanding and elucidating the emerging paradigm within public hospitals regarding organizational culture. This theoretical framework may facilitate a more nuanced synthesis of various aspects of organizational culture, thereby enhancing the comprehension of how these elements interact and influence one another in this specific context. The knowledge-based view of the firm, alongside Upper Echelons theory, offers valuable insights into the evolving paradigm of organizational culture within public hospitals. This theoretical lens allows for a more intricate integration of diverse elements of organizational culture, thereby deepening the understanding of their interrelations and mutual influences in this unique setting. The phrase "body of knowledge" denotes a thorough aggregation of information, concepts, and practices deemed vital within a specific domain or discipline. This collection acts as a foundational structure that directs both practitioners and researchers in their grasp and utilization of specialized knowledge, incorporating theories, methodologies, and empirical evidence that collectively foster the growth and progression of the field (Israeli, 2014) (Nonaka, Kodama, Hirose, & Kohlbacher, 2014).

The R-A theory offers insights into competition across entire firms operating within heterogeneous industries, emphasizing that a sustainable competitive advantage should serve as the cornerstone for ventures aiming to establish optimal structures and resource bundles. This approach necessitates the effective management of organizational resources and the implementation of a hybrid competitive

strategy, which collectively enhance both employee and organizational performance. Furthermore, it underscores the importance of fostering employee morale and embracing unique values in alignment with stakeholder theory. The R-A theory provides a framework for understanding competition among firms within diverse industries, highlighting that a lasting competitive advantage is essential for businesses seeking to create optimal organizational structures and resource configurations. This perspective requires the proficient management of organizational resources alongside the adoption of a hybrid competitive strategy, which together contribute to improved performance at both the employee and organizational levels. Additionally, it emphasizes the significance of nurturing employee morale and integrating distinctive values that resonate with stakeholder theory (Hwabamungu et al., 2018).

The stakeholder theory emphasizes the enhancement of ethical standards and values in the management of private corporations, highlighting the importance of understanding the various stakeholders and groups involved. This approach advocates for a long-term perspective in business operations, recognizing that the interests of different parties may not always align, which can lead to divergent objectives. The stakeholder theory underscores the necessity of elevating ethical principles and values within the governance of private enterprises, drawing attention to the significance of comprehending the diverse stakeholders and entities engaged in the process. This framework promotes a long-term outlook in business practices, acknowledging that the interests of various parties may not consistently coincide, potentially resulting in conflicting goals (Beritelli, Buffa, & Martini, 2016; Hult, 2011; Pérez & Rodríguez del Bosque, 2014).

The ethical principles and worth associated with employee performance are critical components in evaluating organizational effectiveness. These elements not only influence individual productivity but also shape the overall culture and success of a workplace. Understanding the interplay between moral standards and the perceived value of employee contributions can lead to enhanced motivation and improved outcomes within a professional setting. The researcher referred to the overarching theory to address the existing research gap, thereby contributing to the body of knowledge and achieving novelty in the research findings derived from empirical investigation and the Human Resources is instrumental in fostering the ethical principles and values among employees through active engagement with a wide range of stakeholder groups. as illustrated in Figure 1 below:

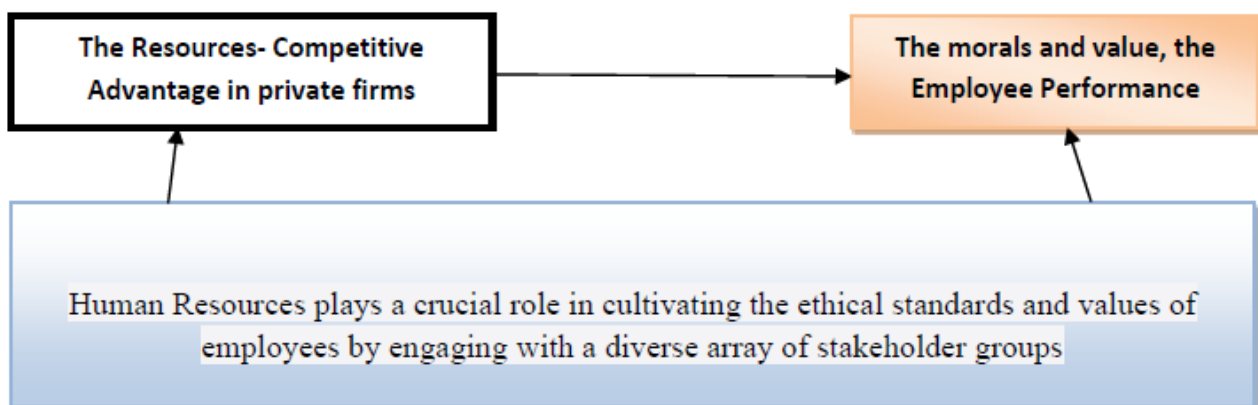


Figure 1. The Stakeholders Theory of the public Hospitals and Path to Contributions on Body of Knowledge in Management Science

The interplay between resources and competitive advantage in private enterprises is significantly influenced by the ethical standards and values upheld within the organization, which in turn affect employee performance. The strategic management of resources not only contributes to a firm's market positioning but also shapes the organizational culture, fostering an environment where ethical considerations are paramount. This alignment of resources with moral values can enhance employee motivation and productivity, ultimately leading to improved performance outcomes and sustained competitive advantage in the marketplace. The relationship between resources and competitive advantage in private companies is profoundly shaped by the ethical principles and values that the organization embraces, which subsequently impact employee performance. Effective resource management plays a crucial role in determining a firm's position in the market while simultaneously influencing the organizational culture, thereby creating a setting where ethical considerations are prioritized. By aligning resources with ethical values, organizations can boost employee motivation and productivity, which in turn can result in enhanced performance outcomes and a lasting competitive edge in the marketplace.

The research framework for the superior-employee relationship should be designed to address the existing research gap, with the aim of enhancing knowledge that contributes to the improvement of both superior-employee dynamics and overall organizational performance. The framework for investigating the superior-employee relationship must be constructed to fill the current research void, with the objective of advancing understanding that aids in the enhancement of both the interactions between superiors and employees and the overall effectiveness of the organization. The development of a comprehensive framework for examining the interactions between superiors and their employees is essential to address the existing research gap. This framework aims to enrich our understanding of the dynamics that govern these relationships, ultimately contributing to the improvement of both interpersonal interactions and organizational performance. By strategically addressing the shortcomings found in current literature, this investigative approach seeks to enhance the comprehension of management-staff interactions, thereby promoting greater effectiveness within the organizational structure as a whole (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).

3. RESEARCH METHOD

Research is a systematic investigation aimed at discovering new information or validating existing knowledge. It encompasses a variety of methodologies and approaches, including qualitative and quantitative techniques, to explore specific questions or hypotheses. The process often involves the collection and analysis of data, which can lead to the development of theories, the enhancement of practices, or the identification of solutions to complex problems. Ultimately, research plays a crucial role in advancing knowledge across diverse fields, contributing to informed decision-making and innovation. The complete set of respondents for this study was derived from a random sampling method applied to the sample frame, which represented the target population, including employees and stakeholders associated with private enterprises in Jakarta (Mathwick, Wagner, & Unni, 2010; Susilo, 2020b; E. Thomas, 2013). The survey was carried out using a self-administered questionnaire that employed a rating scale ranging from 1 to 10 for all latent variables, thereby

facilitating the assessment of organizational culture and employee performance (Susilo, 2020b) (Sekaran and Bougie, 2016).

The questionnaire was developed using an independently collected cross-sectional method, employing a rating scale that operates on an interval data scale ranging from 1 to 10, where 1 indicates strong disagreement and 10 indicates strong agreement. Furthermore, the validity and reliability of the latent variables were assessed through a measurement model within the framework of structural equation modeling. This assessment involved evaluating the standardized loading factor values, the variance extracted values, and the construct reliability values to ensure the robustness of the measurement. (Hair, Black, Babin and Anderson, 2010)(Evermann & Tate, 2016; Susilo, 2020a).

4. DATA ANALYSIS

Data analysis refers to the systematic examination and interpretation of data to extract meaningful insights and inform decision-making processes. This practice involves various techniques and methodologies aimed at transforming raw data into a comprehensible format, enabling researchers and analysts to identify patterns, trends, and correlations. By employing statistical tools and software, data analysis facilitates a deeper understanding of complex datasets, ultimately guiding strategic planning and operational improvements across diverse fields. In this research, the analysis of data was performed using structural equation modeling, as the variables involved were latent traits. Data analysis encompasses the organized evaluation and interpretation of data to derive significant insights that aid in decision-making. This process employs a variety of techniques and methodologies designed to convert unprocessed data into an understandable format, allowing researchers and analysts to discern patterns, trends, and relationships. By utilizing statistical tools and software, data analysis enhances comprehension of intricate datasets, thereby informing strategic planning and operational enhancements across various domains. In the context of this research, structural equation modeling was utilized for data analysis, given the involvement of latent variables. The researchers implemented a two-step methodology that included both the measurement model and the structural hybrid full model. To ensure the validity and reliability of the constructs, confirmatory strategies were applied within this multivariate data analysis framework, which also involved assessing model fit, testing hypotheses, and interpreting the findings.

Furthermore, the researchers employed a two-step approach, which included both the measurement model and the structural hybrid full model. Confirmatory strategies were utilized in this multivariate data analysis to assess the validity and reliability of the constructs. This process also involved synthesizing the model fit, testing hypotheses, and interpreting the results. In this study, data analysis was conducted through structural equation modeling due to the presence of latent variables. The researchers adopted a two-step methodology that encompassed both the measurement model and the structural hybrid full model. To evaluate the validity and reliability of the constructs, confirmatory strategies were implemented within this multivariate data analysis framework. This comprehensive approach also entailed assessing model fit, testing various hypotheses, and interpreting the resulting findings. (Susilo, 2016, 2020b) (Susilo and Yulius, 2017).

5. CONCLUSIONS AND RESEARCH CONTRIBUTION

Organizational culture encompasses the collective values, beliefs, and practices that define the behavior and interactions of individuals within an organization. It includes the fundamental assumptions and norms that guide how employees relate to each other and their work. This culture is typically manifested in the organization's policies, communication methods, and general work environment, which in turn affect employee satisfaction, productivity, and overall organizational success. Recognizing and effectively managing organizational culture is essential for cultivating a positive workplace environment and meeting strategic goals.

Employee performance is defined as the degree to which an individual fulfills their job duties and aids in the attainment of the organization's broader goals. This concept includes multiple dimensions, such as the caliber of work delivered, punctuality in meeting deadlines, teamwork with peers, and compliance with organizational regulations. Assessing employee performance is essential for recognizing both competencies and opportunities for growth, which can guide training programs and performance enhancement strategies. In essence, grasping and improving employee performance is critical for cultivating an efficient workplace and realizing the success of the organization.

The researchers aspire for the data derived from their study to successfully validate the proposed hypotheses, thereby enhancing both employee and organizational performance within private firms in Jakarta. They anticipate that addressing the existing research gap through an innovative research model will effectively foster employee morale and instill positive values. Furthermore, the contributions of this research extend to two primary areas: first, it offers theoretical implications that enrich the body of knowledge surrounding stakeholder theory. Consequently, the study employs stakeholder theory to elucidate and predict the dynamics between employee and organizational performance, focusing on value-based research as a means to advance the field of management science.

Organizational culture refers to the shared values, beliefs, and practices that shape the behaviors and interactions of individuals within a company. It encompasses the underlying assumptions and norms that influence how employees engage with one another and approach their tasks. This culture is often reflected in the organization's policies, communication styles, and overall work atmosphere, which significantly impact employee satisfaction, productivity, and the organization's success as a whole. Understanding and effectively managing organizational culture is crucial for fostering a positive work environment and achieving strategic objectives. The researchers aim for the findings from their study to substantiate the proposed hypotheses, thereby improving both employee and organizational performance in private companies located in Jakarta. They believe that by addressing the current research gap through a novel research model, they can effectively enhance employee morale and promote positive values. Additionally, the implications of this research are twofold: it provides theoretical contributions that enrich the existing literature on stakeholder theory. As a result, the study utilizes stakeholder theory to clarify and predict the relationships between employee and organizational performance, emphasizing value-based research as a pathway to advance the discipline of management science.

The performance of employees and the organizational culture within firms are fundamental aspects that significantly contribute to the overall success of businesses. The effectiveness of the workforce, along with the prevailing cultural environment, plays a crucial role in determining a company's achievements. The interaction between employee productivity and the cultural framework of an organization is essential in influencing the outcomes and overall performance of a firm. 2. Employee effectiveness and the cultural dynamics of an organization are critical elements that shape the success of businesses. The productivity of the workforce, in conjunction with the existing organizational culture, serves as a key determinant of a company's accomplishments. Understanding the relationship between employee performance and the cultural context is vital for fostering an environment that promotes organizational success.

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