

Role of Self-Motivation and Social Skills in Performance

Nuanluk Sangperm

Faculty of Management Sciences, Kasetsart University, Sriracha Campus, Chonburi, Thailand

E-mail: nuanluk.s@ku.th

Wittawas Sangperm

Provincial Police Region 7, Royal Thai Police, Thailand

E-mail: iamputari@hotmail.com

Pannamas Aramrueang

Lincoln Legal, Business and Research Consultants Co., Ltd., Thailand

E-mail: pannamas_lawram@hotmail.com

Article History

Received: 17 February 2021 **Revised:** 26 February 2021 **Published:** 27 February 2021

Abstract

The objective of the current study is to examine the role of self-motivation and social skills to enhance the performance. Therefore, the relationship between self-motivation, social skills and performance was examined by the current study. A survey was carried out for data collection from Thailand. Thai court judges were the respondents of the study. By using a questionnaire survey, 200 questionnaires were used for data collection. Finally, data was used for analysis through statistical tool, namely, Partial Least Square (PLS). Results of the study found that self-motivation has positive effect on performance and social skills. Moreover, social skills have positive effect on performance. Finally, it is found that social skills mediate the relationship between self-motivation and performance.

Keywords: Self-Motivation, Sustainable Performance, Social Skills, Court Judge

Introduction

Sustainable performance is the key area among the individuals as well as organizations. In a person's daily life, performance has significant importance to carry out routine tasks. In a daily life, a person performs many operations related to his/her life, to perform all these tasks in accurate way, the person should have significant level of performance. Low performance by the individual effect adversely on the daily working activities. However, better performance level by an individual has positive role to increase the accuracy in the daily tasks. Similarly, the performance also has relationship with the organizations. In case of organizations or businesses, performance is related to the employee performance. Among the organizations, the overall performance of the company is also based on the employee performance. In this way, the performance of employee is crucial to the companies. As there is a strong link between employee performance and firm performance (van Esch, Wei, & Chiang, 2018; Yamin, 2020). As this study is concerned with the performance of court judge, therefore, this study is related to the judge sustainable performance in the court.

The sustainable performance of judge in the court has vital importance for the people. Because performance of the judge in the court is linked with the decision making based on various cases. To take better decisions in the court, a judge must have positive sustainable performance. A better level of performance is required by the judge to take correct decisions. However, if the

judge has low performance, it may possible that the judge does the negative decisions. The wrong decisions by the judge can have alarming consequences for the people because in court, the decisions are always more sensitive. Any wrong decision may lead to the huge loss to an innocent and the wrong decision may give benefits to the person who is guilty. The importance of judge cannot be neglected in the court because it is based on the lives of people. Therefore, by reviewing the importance of decisions by the judge, it is revealed that the performance of the judge must be high to take better decisions. Therefore, decisions in the court has vital importance (Kurniawan, Nugraha, & Srihandayani, 2020). Low level of decision in the court has negative effect on the people. Therefore, sustainable performance of the judge is most important.

In the Thai court, the performance of judge is not up to the mark. The low performance of the judge in the court has negative role in decision making. Number of complaints are received in the Thailand related to the decision making associated to the judge in the court. According to the people, these decisions are not really correct which has negative effect on the people. Low level of decision making in Thai courts has negative effect on the trust of people. Continuous negative decision by the court effect negatively on the level of trust by the people on court. In this direction the decision making should be correct in the court to gain people trust. This decision making is not only important in court by the judge, these decisions are also very important among the business organizations (Cossu, Saba, Minerba, & Mascalchi, 2018; Richardson, Vandenberg, Blum, & Roman, 2002).

However, the decision making in the court of Thailand can be promoted with the help of self-motivation. Better level of self-motivation for judge can increase the decision making which has positive influence on overall industry. Increase in the decision-making power through self-motivation can increase the sustainable performance of the judge. Self-motivation is the force that preserves pushing us to go on - it's our internal drive to attain, produce, grow, as well as keep moving forward. When you think you're ready to quit something, or you just don't know how to start, your self-motivation is what pushes you to go on. Self-motivation has major influence among the people. It has the ability to increase or decrease the performance. A positive and significant level of performance is required by the companies and in case of current study, a significant level of motivation is required by the employees. As shown in the previous studies that self-motivation has positive role in performance (Efendi, Rifa'i, Bahrin, Milla, & Suhami, 2020; Hartinah et al., 2020; Wiadnyana, Sukmana, Susanto, & Puspaningrum, 2020). Therefore, self-motivation has positive effect on performance. Along with the positive effect of social skills also has major role in performance. Better social skills by the judge has positive relationship with performance. Therefore, both social skills and self-motivation has positive effect on sustainable performance of the employees.

Therefore, objective of the current study is to examine the role of self-motivation and social skills to enhance the sustainable performance. Consequently, the relationship between self-motivation, social skills and sustainable performance was examined by the current study. The mediating role of social skills was examined between self-motivation and performance. Number of studies carried out in the market which considered employee performance (Shahzad, Farrukh, Kanwal, & Sakib, 2018; Tsai, Edwards, & Sengupta, 2010), however, these studies did not consider the effect of self-motivation and social skills on sustainable performance. The relationship between self-motivation, social skills and performance is shown in Figure 1.

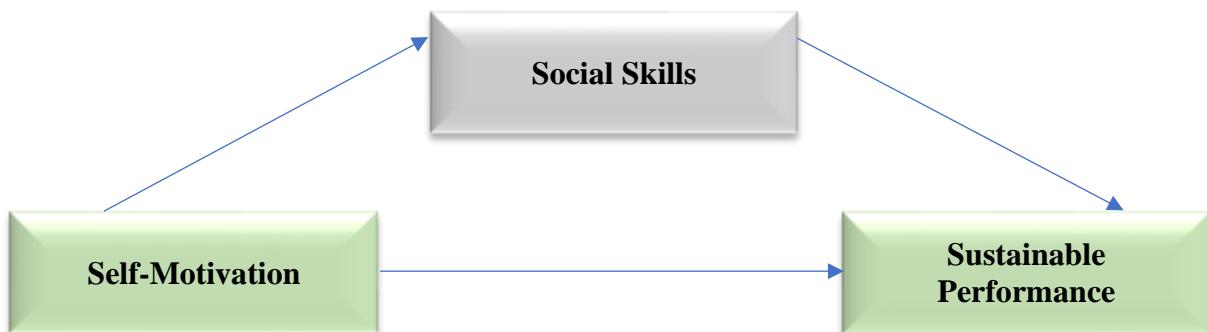


Figure 1. Theoretical framework of the study showing the self-motivation, social skills and sustainable performance

Literature Review

Judge Sustainable Performance

The performance of a court judge has significant importance; however, it is affected by the number of factors. A large number of studies so far has been researched on pressure, nervousness as well as work implementation on numerous areas of legislatures. Most of the examinations debates the pressure as well as nervousness decay performance of workers. It has significant role to decrease the performance of workers. These inspections have invented huge heterogeneous consequences; vary from positive to negative as well as from solid to weak relations, contingent upon numerous tensions grows, abilities of subjects or the planning performance. For the greatest part of individuals feel pressure as well as uneasiness in their day by day work routine. The pressure as well as anxiety share a many of the passionate along with physical substance like strain, disquiet, loss of rest. All these aspects have important role in performance of the individual people. All these factors also have significant importance for a judge performance (Saragih & Hasugian, 2020).

Performance is also based on stress level as the employee in the organization also feel stress due to the over burden as well as various other issues. For the most part stress happens from outer reason like a limited time given by the manager at workplace, which is not sufficient for task, having argument with relatives as well as companion. Moreover, nervousness occurs because of various reasons insider the employees. Sometimes it does not have any link with the external factors. It is an individual's responses to push towards any task in the company. Nervousness is defined by feeling something terrible or offensive will happen in conditions that are not actually undermining. Some increasingly dangerous cases exposed that, nervousness could raise the sincerity into uneasiness issue. Numerous inspections have been suggested a substantial approach to get free from dissimilar type of pressure as well as nervousness. There are number of factors effecting on the performance of individuals (Mahmoud, Ahmad, & Poespowidjojo, 2018; Pratiwi, Mulyati, & Umiyati, 2019).

Situation of tension along with the stress used consistently, while there is longstanding difference between the numerous individuals. Worker of banking sector challenged high work requirements, excessive remaining burdens, as well as huge pressure of time, had a double danger of dominant unhappiness or nervousness issue separated to those with low occupation requirements. It is because in various sectors, there is high level of stress which causes to decrease or increase the performance. Scientists related to brain science as well as stress have tried to display factors that destroying the negative influence of anxiety in word related life (Elsilä, De Miguel, & Korpi, 2018). One of the main variables which have thoughtful consequence on release pressure is social help from the family as well as from the relatives. As previous researchers also show that support from the family and friends has most important to decrease stress in which social capital has major role. Anyway, two decades prior from now, it

was not acceptable that social help disturbs pressure. This nonappearance of rationality prompts advancement as well as growing new representations on social help along with stress relationship. Thus, managers and consultants can discover the responses for adaption to this problematic issue. This issue has major role on the performance of court judge which may effect on the decisions.

Worker competency is the capacity of representatives to work adequately and viably to achieve hierarchical objectives and targets. It is identifying that development, innovation as well as responsibility of employee's representative performance. Previous studies suggest that there are various determinants of worker performance, for instance, character, information, experience, capacity as well as inspiration of representatives. Worker performance is truly affected by inspiration assuming that representatives are propelled, they will work with more effort, consequently the effect will be in the long run to be enhanced. Representative performance is affected by worker stress and conflicts in job. Representative performance is a mix of various individuals' capacities, different business condition, openings, crucial challenges that can be chosen from their work in the organizations. Number of previous investigations shows the employee performance is based on various crucial tasks in the companies (Adil & Ab Hamid, 2020; HAVERA & NAWAWI, 2018).

Staff performance is influenced by their work motivation, endeavors as well as capacities. The work skill of representatives in an overtone is serious, if workers with high profession effectiveness will make a significant positive business culture condition in the organization, work sufficiently to advance work competency. Therefore, improving working efficiency for organizations with the help of improving in the employee performance. As the current study is based on the judge performance, therefore, employee performance is considered as judge performance. Worker performance is the very highpoint of consideration of scholarly scientists as well as business administrators.

Self-motivation and Performance

Self-motivation is the force that keeps pushing us to go on - it's our internal drive to achieve, produce, develop, and keep moving forward. When you think you're ready to quit something, or you just don't know how to start, your self-motivation is what pushes you to go on. As indicated by the literature that inspiration can be considered as an internal inspiration that can stimulate people to achieve their objectives to satisfy various requirements or desires. The inspiration for work creates from the inner musings of legislatures. Work motivation is connected with the help of particular work that every employee is doing in a right direction and in their manner towards the various organizations. Every representative taking on a substitute activity may have numerous motivations to work more diligently. Therefore, work motivation among the employee has key role in organizations which shows positive influence on the performance of the employees. As it is evident that work motivation has positive effect on employee performance (Efendi et al., 2020; Herdian, Nugroho, & Sumiati, 2020). The most recognized method to understand work elements can be drawn for instance, the labor motivation is the internal factor that animates different individuals to efficiently work in various conditions that take into deliberation high profitability along with proficiency. Symbols of motivation are the willingness, exertion along with passion to work to achieve the objectives of the association just as the representatives themselves by the employees. The issue in companies of making work motivation for labor along with all other workers and for representatives in the companies exactly has been strong on many researchers. It inclines to be understood that making work motivation is the management's use of an arrangement of methods to deal with representatives' impact so as to provoke workers to work for the betterment, push them to be progressively happy with their work activities and demand to add to the contribution in the organization. Motivation comprise some diverse terms that depict the influences on the vitality as well as heading of our conduct to the requirements, welfares,

qualities along with the perspectives goals as well as motivations, the necessities, interests, abilities, and attitudes towards the occasions, as highlighted that inspiration makes an individual employees more complete for the activity with enthusiasm employee needs to do. Therefore, self-motivation among the employees has most critical role among the organizations (Asadullah, Juhdi, Hossin, & Abdullah, 2019; Brantschen, Kawohl, Rössler, Bärtsch, & Nordt, 2014).

Previous investigations have assessment that the motivation is characterized as a willingness to give high level of effort for the company objectives, modified by the effort's along with capacity to meet the individual requirements of something. If an individual is encouraged, consequently somebody will effort strongly to achieve the objectives. Because motivation among the employee has vital role in the organization as motivated employee effect positively on the performance (Asadullah et al., 2019; Widokarti, Kartini, Oesman, & Sari, 2019). Motivation is the vital element that drives an individual employee to carry on or to achieve somewhat that fits the motivation of the employees and achieve the organization goals. Motivation can likewise be translated as a process that efforts to impact individuals or individuals who are focused to achieve the work that is appealing under the specific destinations.

Social Skills and Performance

Social skills are the capabilities we use to communicate as well as interact with each other, both orally and non-verbally, with the help of gestures, body language and our personal appearance. Human beings are friendly creatures as well as we have developed numerous ways to connect our messages, thoughts along with feelings with others. A social skill is any capability easing communication with other people in the organization or outside the organization where social rules as well as relations are developed, communicated, moreover, changed in verbal along with nonverbal ways. The procedure of learning these capabilities is called socialization. Lack of such skills can be a reason for social awkwardness. These social skills as vital role among the organizations (Frostad & Pijl, 2007; Müller et al., 2015)

The Dictionary of Contemporary English characterizes expertise as 'a volume to achieve something great, mainly on the grounds that an employee has learned as well as polished it. Memory can help better when a substitute takes an interest during the time spent learning of something, and capacity to try what is exposed in such condition is more ensured. Therefore, the social skills among the company employees has major importance among the companies. Social skills have vital influence on the performance of the employees. As much concentration, experience has designated that for a legal counselor to tolerate and be preferably valuable in addressing varied requirements of customers, the current legal counselor requirements to have a wide range of abilities. It should anyhow be said that, while many youthful advocates (counting some old legal advisors who have mistreated to learn at work or to create themselves after some time) are unemployable, some of them are acceptable and few really stick out. Exploration has likewise designated that, independent of which segment a legal advisor gets himself, certain abilities are obligatory by a normal legal advisor, as well as any legal counselor who has these aptitudes would work well in any division. Hence, social skills have important role in performance. In various organizations, social skills have major influence on the performance (Frankel, Myatt, Cantwell, & Feinberg, 1997). Therefore, from the above discussion, following hypotheses are proposed;

Hypothesis 1. Self-motivation has positive influence on performance.

Hypothesis 2. Self-motivation has positive influence on social skills.

Hypothesis 3. Social skills have positive influence on performance.

Hypothesis 4. Social skills mediate the relationship between self-motivation and performance.

Research Methodology

To investigate the relationship between variables, the current study designed a survey questionnaire. Three variables were measured in the current study to examine the effect of self-motivation and social skills on the performance. Measured for these variables was used from previous studies. Various scale items were adapted to design the questionnaire. Thus, this study followed quantitative research approach with the help of cross-sectional design. Hence, a survey was carried out among the court judges. Thai court judges were the respondents of the study. By using a questionnaire survey, 200 questionnaires were used for data collection. All the questionnaires were distributed with the help of cluster sampling in which simple random sampling was used for data collection from selected clusters (Siuly, Li, & Wen, 2011).

Research Findings

Table 1 Data Statistics

	No.	Missing	Mean	Median	Min	Max	SD	Kurtosis	Skewness
SM1	1	0	3.413	3	1	7	1.773	-0.537	0.43
SM2	2	0	2.995	4	1	7	0.85	-1.871	1.201
SM3	3	0	3.451	3	1	7	1.772	-0.643	0.282
SM4	4	0	3.696	4	1	7	0.724	-0.559	0.294
SM5	5	0	3.065	3	1	7	1.531	-1.079	0.677
SM6	6	0	2.912	3	1	7	0.565	0.357	0.913
SM7	7	0	3.239	3	1	7	1.535	0.516	1.937
SM8	8	0	3.147	3	1	7	1.534	0.327	0.798
SM9	9	0	3.109	3	1	7	0.463	1.389	0.755
SM10	10	0	3.168	3	1	7	1.608	0.124	0.767
SM11	11	0	3.13	3	1	7	1.544	0.387	0.869
SM12	12	0	3.073	3	1	7	1.476	-1.166	1.558
SM13	13	0	3.19	3	1	7	1.426	0.371	0.737
SM14	14	0	3.043	3	1	7	0.517	0.175	0.745
SM15	15	0	3.223	3	1	7	1.402	1.138	0.694
SS1	16	0	3.179	3	1	7	1.66	-0.746	0.272
SS2	17	0	3.201	3	1	7	1.811	-0.797	0.427
SS3	18	0	3.261	3	1	7	1.994	-0.902	1.498
SS4	19	0	3.288	3	1	7	1.082	-1.11	0.471
SS5	20	0	3.098	3	1	7	2.098	-0.884	0.62
SS6	21	0	3.207	3	1	7	1.011	-1.902	0.555
SS7	22	0	3.293	3	1	7	1.717	-0.542	0.511
SS8	23	0	3.196	3	1	7	1.966	-0.795	0.542
PER1	24	0	3.266	3	1	7	1.911	-1.841	1.509
PER2	25	0	3.245	3	1	7	1.992	-0.875	0.511
PER3	26	0	3.19	3	1	7	2.083	-1.042	0.523
PER4	27	0	3.332	3	1	7	2.102	-1.076	0.465
PER5	28	0	3.255	3	1	7	1.966	-1	0.461
PER6	29	0	3.321	3	1	7	1.964	-0.887	0.477
PER7	30	0	3.087	3	1	7	1.886	-0.777	0.481

Findings of the study is started with study data to examine the working of employees and analyzed after examining the data. However, collected data can have negative role in performance. Carry on research on daily activities of the employee and join the better university future. For instance, data screening is mandatory. To check the missing value of the companies (Aydin & ŞENOĞLU, 2018), few studies cannot research to examine other factor loadings.

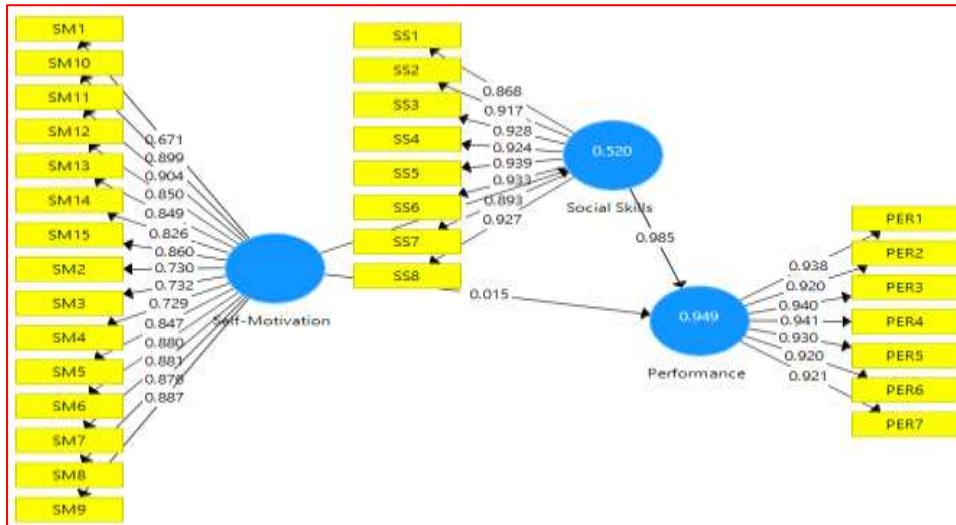


Figure 2 Measurement Model

Figure 2 shows the measured model which is used to examine the factor loadings as recommended by number of studies. It shows that self-motivation is measured through 15 scale items. Social skills are measured through eight scale items and finally, performance is measured through seven scale items. All the scale items are above 0.7 which are given in Table 2.

Table 2 Factor Loadings

	Performance	Self-Motivation	Social Skills
PER1	0.938		
PER2	0.92		
PER3	0.94		
PER4	0.941		
PER5	0.93		
PER6	0.92		
PER7	0.921		
SM1		0.671	
SM10		0.899	
SM11		0.904	
SM12		0.85	
SM13		0.849	
SM14		0.826	
SM15		0.86	
SM2		0.73	
SM3		0.732	
SM4		0.729	
SM5		0.847	
SM6		0.88	
SM7		0.881	
SM8		0.876	
SS1		0.868	0.520
SS2		0.917	
SS3		0.928	
SS4		0.924	
SS5		0.939	
SS6		0.933	
SS7		0.893	
SS8		0.927	
PER1		0.985	0.949
PER2		0.938	
PER3		0.920	
PER4		0.940	
PER5		0.930	
PER6		0.920	
PER7		0.921	

Table 2 (Con.)

	Performance	Self-Motivation	Social Skills
SM9		0.887	
SS1			0.868
SS2			0.917
SS3			0.928
SS4			0.924
SS5			0.939
SS6			0.933
SS7			0.893
SS8			0.927

After the assessment of loadings of various scale items, this study examined composite reliability (CR) and average variance extracted (AVE). Furthermore, to examine the convergent validity, this study examined average variance extracted (AVE). Results in Table 3 revealed that; CR for self-motivation, social skills and performance is above 0.7. It is also found that AVE for self-motivation, social skills and performance is above 0.5. According to J. Hair, Hollingsworth, Randolph, and Chong (2017), CR and AVE must be above 0.7 and 0.5 respectively. In addition to this, discriminant was assessed through cross-loadings as given in Table 4 (Fornell & Larcker, 1981).

Table 3 Reliability and Convergent Validity

	Alpha	rho_A	CR	AVE
Performance	0.974	0.974	0.978	0.865
Self-Motivation	0.967	0.97	0.971	0.691
Social Skills	0.973	0.973	0.977	0.84

Table 4 Cross-Loadings

	Performance	Self-Motivation	Social Skills
PER1	0.938	0.624	0.907
PER2	0.92	0.674	0.907
PER3	0.94	0.647	0.915
PER4	0.941	0.624	0.916
PER5	0.93	0.64	0.894
PER6	0.92	0.672	0.911
PER7	0.921	0.643	0.891
SM1	0.494	0.671	0.505
SM10	0.623	0.899	0.646
SM11	0.595	0.904	0.627
SM12	0.583	0.85	0.611
SM13	0.647	0.849	0.675
SM14	0.613	0.826	0.631
SM15	0.64	0.86	0.654
SM2	0.519	0.73	0.529
SM3	0.498	0.732	0.5
SM4	0.48	0.729	0.494
SM5	0.572	0.847	0.601
SM6	0.559	0.88	0.591
SM7	0.559	0.881	0.587

Table 4 (Con.)

	Performance	Self-Motivation	Social Skills
SM8	0.591	0.876	0.613
SM9	0.64	0.887	0.668
SS1	0.842	0.685	0.868
SS2	0.898	0.652	0.917
SS3	0.879	0.677	0.928
SS4	0.915	0.615	0.924
SS5	0.913	0.661	0.939
SS6	0.911	0.646	0.933
SS7	0.864	0.7	0.893
SS8	0.919	0.649	0.927

In the next step of analysis, this study tested the relationship between self-motivation, social skills and performance. Structural model was examined in the current study to examined the effect of self-motivation and social skills on performance (Hameed, Basheer, Iqbal, Anwar, & Ahmad, 2018; Henseler & Chin, 2010; Henseler et al., 2014; Henseler & Fassott, 2010; Henseler, Ringle, & Sinkovics, 2009) which is given in Table 5. Results are given in Table 5 which shows that self-motivation has positive effect on social skills and performance. Social skills have positive effect on performance. Furthermore, by following the instructions of Preacher and Hayes (2008), this study examined the indirect effect of social skills between self-motivation and performance. Results are provided in Table 6 showing that mediation effect of social skills between self-motivation and performance which is significant with t-value 15.536 indicating that social skills reflect the positive effect of self-motivation on performance. Finally, the r-square value is 0.949 which is strong (Chin, 1998).

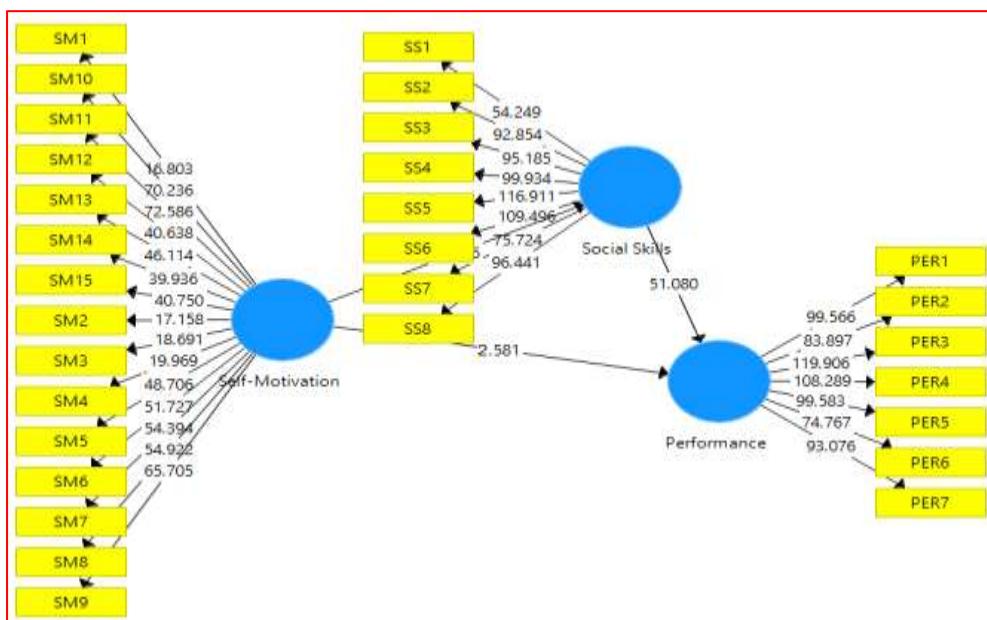
**Figure 3** Structural Model

Table 5 Direct Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Self-Motivation - > Performance	0.015	0.016	0.006	2.581	0.009
Self-Motivation - > Social Skills	0.721	0.721	0.043	16.746	0
Social Skills -> Performance	0.985	0.986	0.019	51.08	0

Table 6. Indirect Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Self-Motivation - > Social Skills -> Performance	0.71	0.711	0.046	15.536	0

Conclusion

The relationship between self-motivation, social skills and performance was examined by the current study. Objective of the current study was to examine the role of self-motivation and social skills to enhance the performance. Thai court judges were the respondents of the study. After analyzing data through PLS, it is found that self-motivation and social skills has major role in performance. Results of the study found that self-motivation has positive effect on performance and social skills. Increase in the self-motivation increases the judge's performance. It shows that self-motivation has pivotal role in the performance. Along with this, self-motivation also has positive effect on social skills which shows that increase in the self-motivation among judges has the potential to increase social skills. Furthermore, social skills have positive effect on performance. Increase in the social skills increases the judge's performance. Additionally, it is found that social skills mediate the relationship between self-motivation and performance. Therefore, social skills reflect the positive effect of self-motivation on performance.

References

Adil, M., & Ab Hamid, K. (2020). Effect of Teamwork on Employee Performance in High-Tech Engineering SMEs of Pakistan: A Moderating Role of Supervisor Support. *South Asian Journal of Management*, 14(1), 122-141.

Asadullah, A., Juhdi, N., Hossin, M., & Abdullah, A. (2019). *A Qualitative Study on the Self-Motivation as a Tool to Reduce Conservatism, Negative Mindset, Lack of Self Confidence, and to Overcome Inner Conflict among the Employees of Bangladeshi (RMG) Factories*. *JOMOR*, 1(1), 1-17.

Aydin, D., & Şenoglu, B. (2018). Estimating the Missing Value in One-Way Anova under Long-Tailed Symmetric Error Distributions. *Sigma: Journal of Engineering & Natural Sciences/Mühendislik ve Fen Bilimleri Dergisi*, 36(2), 523-538.

Brantschen, E., Kawohl, W., Rössler, W., Bärtsch, B., & Nordt, C. (2014). Supported employment-improving competitive employment for people with mental illness: The

role of motivation and social network. *Journal of Vocational Rehabilitation*, 40(1), 41-47.

Chin, W. (1998). The partial least squares approach to structural equation modeling. *Modern methods for business research*, 295(2), 295-336.

Cossu, G., Saba, L., Minerba, L., & Mascalchi, M. (2018). Colorectal Cancer screening: the role of psychological, social and background factors in decision-making process. *Clinical practice and epidemiology in mental health: CP & EMH*, 14, 63.

Efendi, R., Rifa'i, M., Bahrun, K., Milla, H., & Suharmi, S. (2020). The Mediation of Work Motivation on the Effects of Work Discipline and Compensation on Performance Batik MSMEs Employees in Yogyakarta City, Indonesia. *International Journal of Multicultural and Multireligious Understanding*, 7(1), 689-703.

Elsilä, L., De Miguel, E., & Korpi, E. (2018). *P. 2.036-Somatostatin-expressing neurons in the bed nucleus of stria terminalis in anxiety-and addiction-related behaviours in mice: Abstracts of the ECNP Workshop for Junior Scientists in Europe 15-18 March 2017, Nice, France*. Paper presented at the ENCP Workshop for Junior Scientists in Europe.

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of marketing research*, 39-50.

Frankel, F., Myatt, R., Cantwell, D., & Feinberg, D. (1997). Parent-assisted transfer of children's social skills training: Effects on children with and without attention-deficit hyperactivity disorder. *Journal of the American Academy of Child & Adolescent Psychiatry*, 36(8), 1056-1064.

Frostad, P., & Pijl, S. (2007). Does being friendly help in making friends? The relation between the social position and social skills of pupils with special needs in mainstream education. *European Journal of Special Needs Education*, 22(1), 15-30.

Hair, J., Hollingsworth, C., Randolph, A., & Chong, A. (2017). An updated and expanded assessment of PLS-SEM in information systems research. *Industrial Management & Data Systems*, 117(3), 442-458.

Hair, J., Ringle, C., & Sarstedt, M. (2013). Partial least squares structural equation modeling: Rigorous applications, better results and higher acceptance. *Long Range Planning*, 46(1-2), 1-12.

Hair, J. F., Sarstedt, M., Pieper, T. M., & Ringle, C. M. (2012). The use of partial least squares structural equation modeling in strategic management research: a review of past practices and recommendations for future applications. *Long range planning*, 45(5-6), 320-340.

Hair Jr, J., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. (2014). Partial least squares structural equation modeling (PLS-SEM) An emerging tool in business research. *European Business Review*, 26(2), 106-121.

Hameed, W., Basheer, M., Iqbal, J., Anwar, A., & Ahmad, H. (2018). Determinants of Firm's open innovation performance and the role of R & D department: an empirical evidence from Malaysian SME's. *Journal of Global Entrepreneurship Research*, 8(1), 29.

Hartinah, S., Suharso, P., Umam, R., Syazali, M., Lestari, B., Roslina, R., & Jermsittiparsert, K. (2020). Teacher's performance management: The role of principal's leadership, work environment and motivation in Tegal City, Indonesia. *Management Science Letters*, 10(1), 235-246.

Havera, F., & Nawawi, I. (2018). The Effect of Implementation of Training and Reposition: the Role of Human Resources to the Competence and Performance of Employees. *CLEAR International Journal of Research in Commerce & Management*, 9(4), 9-13.

Henseler, J., & Chin, W. (2010). A comparison of approaches for the analysis of interaction effects between latent variables using partial least squares path modeling. *Structural Equation Modeling*, 17(1), 82-109.

Henseler, J., Dijkstra, T., Sarstedt, M., et al. (2014). Common beliefs and reality about PLS: Comments on Rönkkö and Evermann (2013). *Organizational Research Methods*, 17(2), 182-209.

Henseler, J., & Fassott, G. (2010). Testing moderating effects in PLS path models: An illustration of available procedures *Handbook of partial least squares* (pp. 713-735). Berlin: Springer.

Henseler, J., Ringle, C., & Sinkovics, R. (2009). The use of partial least squares path modeling in international marketing *New challenges to international marketing* (pp. 277-319). Bingley: Emerald Group Publishing Limited.

Herdian, P., Nugroho, R., & Sumiati, S. (2020). The Effect of Work Motivation and Spiritual Intelligence on Employee Performance with Organizational Citizenship Behaviour (OCB) as Intervening Variables. *JMM17: Jurnal Ilmu Ekonomi dan Manajemen*, 7(01), 1-12.

Kurniawan, F., Nugraha, X., & Srihandayani, L. (2020). Implementing the Undue Influence Doctrine (Misbruik Van Omstandigheden) as a Reason for Annulment of Agreement in Indonesia: An Evolution of the Law Through Court Decisions. *Journal of Talent Development and Excellence*, 12(1), 3035-3047.

Mahmoud, A., Ahmad, S., & Poespowidjojo, A. (2018). The Relationship between Entrepreneurial Behavior Psychological Factors and Individual Performance of Middle Managers in Nigerian Medium Enterprises: A Pilot Study. *Int. J. Organ. Bus. Excellence*, 3(1), 1-17.

Müller, R., Peter, C., Cieza, A., et al. (2015). Social skills: a resource for more social support, lower depression levels, higher quality of life, and participation in individuals with spinal cord injury? *Archives of physical medicine and rehabilitation*, 96(3), 447-455.

Pratiwi, N. E., Mulyati, S., & Umiyati, I. (2019). Analysis Factors That Influencing Information Technology Utilization in the Accounting Process and Its Impact on Individual Performance. *Journal of Banking and Financial Innovation*, 1(01), 28-41.

Preacher, K., & Hayes, A. (2008). Asymptotic and resampling strategies for assessing and comparing indirect effects in multiple mediator models. *Behavior research methods*, 40(3), 879-891.

Richardson, H., Vandenberg, R., Blum, T., & Roman, P. (2002). Does decentralization make a difference for the organization? An examination of the boundary conditions circumscribing decentralized decision-making and organizational financial performance. *Journal of management*, 28(2), 217-244.

Saragih, D., & Hasugian, P. (2020). Decision Support System On Court Judge Lubukpakam Method Using SAW (Simple Additive weighting). *Journal Of Computer Networks, Architecture and High Performance Computing*, 2(1), 231-236.

Shahzad, I., Farrukh, M., Kanwal, N., & Sakib, A. (2018). Decision-making participation eulogizes probability of behavioral output; job satisfaction, and employee performance (evidence from professionals having low and high levels of perceived organizational support). *World Journal of Entrepreneurship, Management and Sustainable Development*, 14(3), 321-339.

Siuly, Li, & Wen, P. (2011). EEG signal classification based on simple random sampling technique with least square support vector machine. *International journal of Biomedical Engineering and Technology*, 7(4), 390-409.

Tsai, C.-J., Edwards, P., & Sengupta, S. (2010). The associations between organisational performance, employee attitudes and human resource management practices: An empirical study of small businesses. *Journal of general management*, 36(1), 1-20.

van Esch, E., Wei, L. Q., & Chiang, F. (2018). High-performance human resource practices and firm performance: The mediating role of employees' competencies and the moderating role of climate for creativity. *The International Journal of Human Resource Management*, 29(10), 1683-1708.

Wiadnyana, I., Sukmana, I., Susanto, P., & Puspaningrum, D. (2020). *The Effect of Compensation, Motivation, Work Discipline and Work Environment on Housekeeping Staff Performance at Lv 8 Resort Hotel*. Paper presented at the International Conference on Fundamental and Applied Research (I-CFAR).

Widokarti, J., Kartini, D., Oesman, Y., & Sari, D. (2019). An Analysis of the Relationship between Compensation and Employees' Working Motivation Controlling for Proactive Behavior in Indonesian Hotel Industry. *Mediterranean Journal of Social Sciences*, 10(3), 70.

Yamin, M. (2020). Examining the effect of organisational innovation on employee creativity and firm performance: moderating role of knowledge sharing between employee creativity and employee performance. *International Journal of Business Innovation and Research*, 22(3), 447-467.