Kean Garibaldi Personal Value Stages;

As a New Framework and a New Taxonomic

Value of the Company for the Highly Effective

Performance of Employee and Staffing

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Abstract

Determination of corporate values by the management of its employees, often as vague and not patterned for the benefit of the employees themselves. The existing determination can even be a question of, what is the meaning and correlation of the value set by what the employee should do. Conversely, if the determination of value can be done with the right pattern, this can be a thing that supports the achievement of organizational goals to be more productive. *Kean Garibaldi Personal Value Stages*; Offers an alternative solution as a new framework and a new taxonomic problem applying corporate values to for highly Effective for staffing and employee performance. The first stages begins with the self-satisfaction of high, the second stages is Measure the performance of self through appreciation, the third is Social acceptance is fun, fourth is a sense of tranquility, while the last is the fulfillment of basic needs. The function of the personal value step of this, can be used as a basis in, 1) An effective value-setting technical application framework that inspires employee performance improvement. 2) An organizational framework that facilitates an understanding of the value set 3) support for human resources staffing process.

Introduction

For managers in achieving their goals, it will certainly optimize the use of various resources it has. But the phenomenon about the use of human resources always feels that, there are many Human Resources, but it feels very little that can be relied upon, or sometimes even felt no around us, but it turns out to exist elsewhere. Especially if we look at the fact that there are few human resources that can successfully occupy the top position, while the human resources population continues to grow. Seeing this phenomenon, of course, this can be caused by various obstacles, either barriers from the widest environment, and the barriers to human resources itself.

Referring to the opinion of Spencer and Spencer (1993) at a glance the authors conclude that competence is the main things that can cause resources to perform superior, Referring to the opinion of Robbins (2015), the value grouped in the discussion of the personality of individuals within an organization. In this paper the study will emphasize the discussion on the values held as the principle or certainty, by the human resources themselves. Value is a measure of size adopted as a thing that must be implemented in order to achieve a goal. This value becomes a reference or standard of implementation process that must be done. In general there are many ways to do a thing. But with the values held by a person, the way of execution becomes more certain with a benchmark. So basically value is a thing that is not necessarily, but it is required by someone to be implemented as a rule. From the description above, there are differentiating between humans in interpreting the purpose, how to achieve, and interpret something result. This is the focus of this research, what values are possible to the advantage of a person, group or people. Another phenomenon related to this value is the number of values used by various organizations in various companies that often seem as diverse and unformed. This research was conducted to discuss the pattern of Garibaldi Kean Value Stages, which can be used as a general pattern that tends to be used as a reference.

Formulation of the Problem
▪ Effective of Kean Garibaldi Personal Value Stages, and its other uses.

Purpose and Objective
Kean Garibaldi Personal Value Stages as:

▪ Effective personal value stages to identify potentially high human resources.
▪ Kean Garibaldi Personal Value Stages as a framework of the general pattern of organizing effective values and other functions.

Literature Review

Values are defined by many experts as follows:

Author	Value
Rokeach (1970) in Robbin and Judge (2015:94)	Basic convictions that a specific mode of conduct or end state of existence is personally or socially preferable to an opposite or converse mode of conduct or end state of existence.
Gibson et al (2009:32)	The conscious, affective, desires or wants of people that guide their behavior.
McShane and Glinow (2003:14)	Stable, long lasting beliefs about what is important in variety of situations.
Meglino dan Ravlin [1998]	Value as a belief about internalized appropriate behavior, this impacts (inter alia) how an individual interprets information
Jacques (1996:16)	are vectors: they express force in a given direction.
Garibaldi (2017)	The personal value stage of Kean Garibaldi Preferences made in the process and interpreting the results.

Value Types

There are a few organized of grouping the value, Milton Rokeach (1973) grouping of values there are 2 (two) approaches / types are as follows:

1.   Terminal Values Understood refers to the ultimate state of existence that is highly desirable. The value of the terminal is the goal a person wants to achieve during his life. Examples of terminals by Rokeach in Robbins (2001) are;
   a. A comfortable life (prosperous life)
   b. An exciting life (active, stimulating life)
   c. Achievement (old contribution)
   d. A world of peace (free of war and conflict)
   e. A wonderful world (natural beauty and art)
   f. Consequence (brotherhood, equal opportunity for all)
   g. Family safety (caring for others)
   h. Independence (independence, free choice)

i. Satisfaction
j. Harmony inner (free from inner conflict)
k. Secure (relaxed and enjoyable life)

2.   Instrumental Value, That refers to a preferred or desired behavior or a way to achieve terminal values. Examples of instrumental values still according to Rokeach in Robbins (2001) are:
a. Hard work, aspire.
b. Open minded.
c. Capable, effective.
d. Happy.
e. Neat, orderly.
f. Upright defending belief.
g. Willing to forgive a loved one.
h. Work for the welfare of others.
i. Sincere, no lie.
j. Work for the welfare of others.
k. Willing to forgive others.

Kean Garibaldi Personal Value Stages

Stages value Kean Garibaldi is an individual value stages for individuals with high potential for achievement and high performance in the future. This is possible because if the individual concerned has a noble intention for the environment with high ability and good attitude and wise. It will certainly be strongly supported by the surrounding environment for achievement. Stages of Kean Garibaldi's value consist of:

Kean Garibaldi Personal Value Stages

Stages	Dimensions	Indicators	Continuum	RVS
1	Individual Satisfaction	1. High 2. Enough	Cause	Instrument
2	Measure Self-Performance Through Rewards	1. High 2. Enough		
3	Pleasant Social Reception	1. High 2. Enough		
4	Sense of Serenity	1. High 2. Enough		
5	Fulfillment of Basic Needs	1. High 2. Enough	Effect	Terminal

Ganjar Garibaldi, 2017

Note: RVS (Rokeach Value Survei: 1973)

The First Stages, named, *the Satisfaction of the Self high*, is a stages for top management to determine the value of the noble value appropriate for the company, This is in line with the opinion of O'Reilly III and Pfeffer In Hidden value (2000: 8) "Aligning the organizational with the strategy, and hiring people

to fit the organization Values will define their organizations and determine how they run ". For employees this is a value that should be a reference value of employees' personal work to be easy in achieving corporate goals. Examples of values at these stages are as follows:

The First Stages Examples

High	Continuum	Enough
Giving inheritance		Not troublesome
Useful for people	←——————→	Independent
Fun (beautiful, elegant)		Corresponding function

Source: Garibaldi, 2017

The Second Stages, named, *measuring self-performance through awards*, is a step for a company to give rewards that must be given to employees in accordance with their level of achievement in the direction of the organization's value. For the adherents of the value of the employees, to measure how much and the high appreciation that has been achieved. This dimension is a result of the implementation of the previous stages. And it is also the stages of the cause of the next stages. Maslow (1950), self esteem as a closed analogy for measuring self performance through awards. Examples of these values at these stages are as follows:

The Second Stages Examples

High	Continuum	Enough
Achievement		Achieving goals
Champion	←——————→	Pass
Praise		Escaped

Source: Garibaldi, 2017

The Third Stages, named, *the Enjoyable Social Acceptance*, these stages is a stage where employees can measure how much the environment accepts gladly for the success of their performance achievements. This dimension is a result of the implementation of the previous stages. It is also the cause stages of the next step. Related as a closed analogy for the one factor form ERG theory (1950) Examples of values at these stages are as follows:

The Third Stages Examples

High	Continuum	Enough
Best Friend		Friend
Familiar	←——————→	Know
Loved		Accepted

Source: Garibaldi, 2017

The Fourth Stages, named, *the Sense of Self-Tranquility*, a stage where employees feel safe and comfortable about the safety of their careers in the organization and over the long term. This dimension is a result of the implementation of the previous stages. This stage is also the stages of the cause of the next stages. Examples of values at this stage are;

The Fourth Stages Examples

High	Continuum	Enough
Manager		Staff
Senior employees	⟷	Permanent employees
Leader		Follower

Source: Garibaldi, 2017

The Fifth Stages, This stage is a stage for employees to see how many things have been achieved in performance, so as to meet the needs of his life. Namely *Fulfillment of Basic Needs*, this dimension is a result of the implementation of the previous stages. Examples of values at this stage are;

The Fifth Stages Examples

High	Continuum	Enough
Wealthy		Adequacy
Luxury	⟷	Unpretentious
Socialite		Citizens

Sources: Garibaldi, 2017

Previous Research
Here are some previous studies that support the creation of this hypothesis.

Table 1 Previous Researches

No	Titles	Author
1	An Analysis of the Relation Between Employee—Organization Value Congruence and Employee Attitudes	Elizabeth A. Amos et al (2008)
2	Does congruence between espoused and enacted organizational values predict affective commitment in Australian organizations?	Andrea Howell (2012)
3	Value congruence and job-related attitudes in a nonprofit organization: a competing values approach	Newton, Cameron J (2015)

Table 1 (Continued): Previous Researches

4	Organizational Strategy and Employee Outcomes: A Person–Organization Fit Perspective	Nancy da Silva et al. (2010)
5	Value incongruence, job autonomy, and organization-based esteem: a self basaed perspective on organizational cyicism	Fons Naus et al (2007)

Conceptual Framework for Research

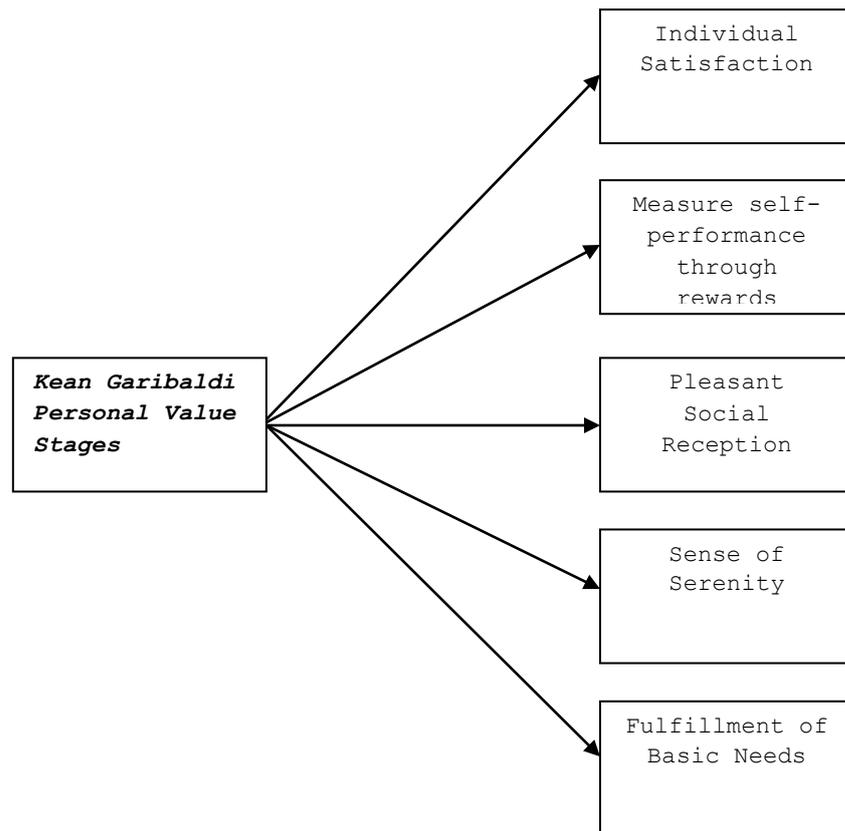***Kean Garibaldi Personal Value Stages*** *formulated in this study are as follows:*

Figure 1. Conceptual Framework for Research

Results and Discussion

No.	Statistic	Criteria "Fit"	Nilai Hitung	
1	p-value	p>0,05	0	-
2	Root mean square error of approximation (RSMSEA)	p<0,08	0,218	-
3	Expented cross-validation index (ECVI)	ECVI sat. <ECVI indep.Model	0.12<4,98	-
4	Akaike information criteria (AIC)	AIC sat.<AIC indep. Model	30.00<84,36	-
5	Goodness-of-fit-index (GFI)	p>0,9	0,91	ok
6	Ajusted Goodness-of-fit-index	p>0,9	0.72	-
7	Normed fit index (NFI)	p>0,9	0.95	ok
8	Parsimonious normed index (PNFI)	p>0,9	0.48	-
9	Comparative fit index (CFI)	p>0,9	0.96	ok
10	Non-Normed Fit Index (NNFI)	p>0,9	0.91	ok
11	Incremental Fit Index (IFI)	p>0,9	0.96	ok
12	Relative Fit Index (RFI)	p>0,9	0.90	ok
13	Standardized RMR	p<0,05	0.043	ok

Criteria "Goodness Of Fit" Model is good

Chi-Square=64.36, df=5, P-value=0.00000, RMSEA=0.218
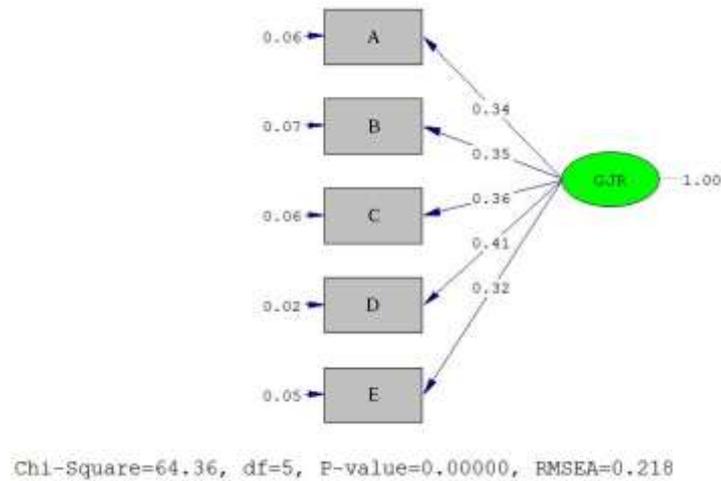
L I S R E L 8.70
BY
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Conclusion
1.　　Based on the test of respondent data, testing of stages model of kean garibaldi value can be accepted as an alternative approach to improve employee performance achievement.
2.　　Related to the opinion of (S. Roccas et al. 2002) that Value tends to be relatively stable and persisting, with organizing through this Kean Garibaldi personal value stages, in the staffing process, managers can select more details of the suitability of human resource candidates with the values applicable in the organization.

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