Impact on Employee performance in Pakistan Automotive Manufacturing Sector from Goal Setting, Engagement of Employee and Workplace Optimism

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Abstract

This research paper helps us to know the role and importance of organizational goal setting, engagement of employee and optimism of workplace in the automotive manufacturing sector in Pakistan. This study examines the impact of Human Resource Management, organizational goal setting, engagement of employee and optimism of workplace on the performance of employee. These questionnaires adopted from previous researches. The research study was used to sampling technique of convenience for the purpose of data collection to analyze the results. The sample size is 273 respondents. Three variables have positive impact on performance of employees, information sharing. The collected data entered in SPSS for the result. Pearson correlations and another technique was used one-way ANOVA for the purpose to the examines the association independent and the dependent variables in the research study. And through study we find that organizational goal setting, engagement of employee and optimism of workplace has positive impact on Automotive manufacturing sector in Pakistan.

Keywords: Organizational setting of goal, Engagement of the Employees, Optimism of workplace, Performance of Employee.

1. Introduction

As we know that the Objective set is an element of organizational performance that needs establishing ways to excite personnel inside the business and to assist achieving long-term objectives. Setting objectives, according to is beneficial to the company because it focuses attention, generates inspiration, improves team cohesion, and makes it easier to evaluate performance (Riaz, M. A. 2022).

1.1 The Pakistani automobile industry

The car manufacturing business in Pakistan is one of the country's rapid rising industrial sectors, come up with 4% of GDP and hiring approximately 1.8 million people (Info Graphic) There are now 3,200 car assembly factories in the state, with an estimated share of Rs92 billion to produce 18 hundred thousand motorcycles and 2 hundred thousand automobiles each year. It has pledged over Rs50 billion (US$310 million) to the government. In general,

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the area employs 35 hundred thousand persons and acting an important part in the progress of the selling business. Car market of Pakistan is one of the least in Asia, nonetheless it is one of the fastest growing. In the financial time of 2014–2015, and over 180,000 units were produced, rising to 210,000 cars in the fiscal year 2015–16 (The Express Tribune, 2016-05-07). According to The Business Recorder was able to recover the information on the 15th of November, 2016. (Recovered on November 15, 2016) Japanese Brands of car now rule the car manufacturing business. Nonetheless, on March 19, 2016, Pakistan enacted the "Auto Policy 2016-21," which offers incentives for fresh automakers to set up assembly units in the country (boi.gov.pk). On 2017-03-17, the original (PDF) was verified. Recovered on June 10, 2020. Therefore, other European, Korean, Brands of vehicle (The Express Tribune). Hyundai (Bloomberg.com. 2017-02-03. Recovered 2020-09-07) also have declared profit in reaching the Pakistani market. (2016-05-07. Recovered 2016-11-15) (The Express Tribune. 2016-05-07.) (2016-11-15, The Express Tribune. Recovered 2016-11-15) MG to purchase hybrid cars in Pakistan, JW Automotive Pakistan also deled with MG Motor UK Limited, which is maintained by SAIC Motor. Make a note of it. Global Village Space. Samaa TV, 2020-12-20, retrieved. 2020-12-20) NLC completed an agreement with Mercedes for the manufacture of Lorries in Pakistan. Pakistan has yet to execute any auto-wellness concepts plans. Suzuki is still selling a handful of vintage models, such as the Bolan and Ravi (The Express Tribune, 2016-02-08). (Recovered on November 15, 2016).

1.2 Problem Statement of the Research Study

Organizations are always fighting to retain their personnel in an extremely competitive, worldwide economy (Kantabutra, S., & Ketprapakorn, N, 2021). Workforces that are greatly competent, trustworthy, and experienced are a great addition to some extent corporation. It is self-evident of employees in the organization more driven are more likely to be productive. According to (Certo, 2006), excellent performance is not just determined by motivation, but also by ability, which comprises skills, equipment, supplies, and time. Despite paying above-average compensation, certain businesses are known to have a high worker turnover rate (Aguinis, 2012). This indicates that monetary incentives are not the primary means of empowering staff. Furthermore, various variables inspire diverse individuals. Managers and leaders must understand what motivates actual employees rather than taking same methodology (George & Jones, 2013).

A company's staff determines how powerful it is. Because human capital is a rare privilege that requires specific managerial attention and effort, they must be managed with caution. (Source: Storey, 2013). As a result, research like these is helpful in assisting businesses in identifying and optimizing strategies to inspire workers while lessening attrition furthermore, under execution (Steers & Porter, 2011).

Considering all of this, I intended to utilize study on the subject of setting goals on employee productivity in Pakistan's automobile sector. It is the company's core resource, among other variables of production that truly distinguishes itself (Kreitner & Kinicki, 2016). When an agent brings in a large gross commission, production is considered good. Human ability and dedication are the factors that eventually distinguish profitable businesses from those that fail (Deci, 2013).

1.3 Objective of the Research Study

The intention of the examination is to gauge the influence of Setting of the organizational goal, engagement of employee & optimism of workplace on the effectiveness of Automotive Industry employees in Pakistan. Because it is favorable to design frame works for the organization, which facilitates to improve the performance of employees, which will be directly impact on the growth of automotive manufacturing sector of Pakistan.

1.4 Research Question of the Study

Does setting the goals, engagement of employee and optimism of workplace affect employees' performance of automotive sector in Pakistan?

1.5 Significance of the Study

The outcomes will assist Pakistan's automobile industry by implementing and improving programs which can teach its personnel to achieve systematic targets and enhance their performance. The research provides support to Pakistan's automobile manufacturing companies to learn about the best practices to improve their workforce performance.

2. Literature Review

The research paper of literature concentrates here on concepts and principles frameworks related to the formulation of goals inside of the corporation.

2.1 Theories and Concepts

One aim is to achieve or achieve a task or activity a person actively seeks Timar-Anton, C., Negru-Subtirica, O., & Opre, A, 2021). The objective set may be a strategy cast-off frequently in companies to guide work efforts and to provide a usual approach to evaluate success (Lunenberg, 2011). The goal theory is most widely explored, applied and developed theory of the motivating of work within the economic and organizational psychology sector since it was first investigated five decades ago (Buchanan, 2012).

2.1.1 Locke and Latham Theory

In the segment of organizational activities, the theories management by intents and ideas of targeting were identified by Locke and Latham (2006) as essential aspects creating a positive organization, improving job motivation, providing care and assistance and enhancing standard of achievement. The ambitious objectives might help people to motivate them to improve performance overall Murphy (2013). (Lunenberg, 2011) believed that objectives had an unavoidable impact on employee behavior, influencing workers' long-term success in a company. As per Locke and Latham (2006), the five key goal-setting concepts are clear, chief, dedicated, feedback and task difficulty, which can increase performance in an organization, the notion says that defining goals ought to be a double process inside an organization. Each employee should establish a personal objective, while organizational management should

concentrate on a team goal to achieve both self - improvement and corporate success in a complete manner.

2.2 Goal setting theory conditions

The required criteria for achieving objectives and improving efficiency in employee motivation are objective guarantee, aim specificity, goal trouble and goal response. The next part describes circumstances.

2.2.1 Dedication of goal

Objective engagement in simple words indicates the individual's embrace of the goal. The recognition of objective is first stage near people's stimulus (Rug & Wallace, 2012). Prior study suggested that person applies the needed degrees of determination and auto efficacy to the objective, if the aim is feasible and practical, then the acceptability rates are very high and with the advent of acceptance. However, according to Lawler (2012) might hinder the commitment rate if the objective is not significant for the individual. In order to achieve a goal, the companies must thus impose on the employees the importance of the objective. In this scenario the improvement of a casual member approach in respect of goals is main element that the organization has to prevent. This was proposed by (Rug & Wallace, 2012) the establishments of business must offer efficient information on the objectives and the relationship between the goal and the mission of the organization and should also show the benefit of the person as a direct result of achievement.

2.2.2 Specificity of goal

Its measurement ability determines the specificity of the objective. Bazerman (2009) proposed that extremely precise objectives impact the degree of performance. Vague and abstract objectives mean that employees have difficulty deciding on the performance type and performance quality to provide. The objectives should thus be clear in relation to the requirements, which allow the company to allocate the real tasks the personnel need to do. The company's management should focus mostly on eliminating ambiguity from inside the objectives.

2.2.3 Challenges of goal

To promote high-performance levels, companies should set very challenging targets according to Vigoda-Gadot and Angert (2007). According to (Simões et al., 2012) did not however suggest that the degree of the challenge of the objective should rely on the human abilities available in the organization, to ensure that the extent of the problem can otherwise be achieved. Ordóñez et al., (2009) argues that people are reluctant to behave or react dishonestly simply in case they cannot achieve their goals or compare their talents with them. It is also important for the organization to accurately identify the problem levels so that the performance may be strengthened.

2.2.4 Observation on goal

Feedback for performance assessment is a crucial aspect. (Simões et al., 2012) said advice is necessary even in the instance of objectives to assess the efficiency of the objective and the efficacy of the dedication to the achievement of the objective. In the absence of feedback, employees stay ignorant of their development and the degree of dedication that is further required for the job becomes difficult for them to assess. Furthermore, the feedback method helps to detect any gaps in order to make the required changes. Murphy (2013), however, said the response was constructive. Positive responses are often a motivating factor for improving performance. Greenberg (2011) has commented on the possibility of process- or output-orientated feedback. By getting the feedback, people are therefore conscious that their work is being assessed and that their risks of error are minimized and that they are acting as impersonal reinforcement.

2.3 Setting of Targets and engagement of Human Resource

Extensive research has explored the successful set goals significant impact on employee outcomes inside the organizations (Devarajan, R., Maheshwari, S., & Vohra, V, 2018) Many monitoring systems and procedures, such as objectives administration, overall quality assurance and ongoing enhancement activities, are essential for achieving objectives (Bhatti, S. H., & Zia, M. M, 2021).

2.4 Engagement and optimization of workplace

Optimist is that the individual propensity to accept in ambiguity the simplest probable results (Shen, X, 2022). The idealists stress beneficial elements of circumstances, acts and occurrences, while they believe in the greatest results in the forthcoming (Heino, O., & Kalalahti, J, 2021).

2.5 Hopefulness and Productivity of employees

The relationship between positivist and employee productivity is obvious, easy to grasp. The connection has hardly been studied in practice. There is little doubt that the exhibition beyond the job (athlontics, academia, etc.) demonstrates a good relationship with positivity (Norem & Chang, 2002; Siddique et al., 2006). Substantially in the sales literature studies focused on positive psychology (Dixon & Schertzer, 2005). Every research report that favorable results are connected to optimistic salesmen. (Chemers et al., 2000) argued that hopefulness might impact strongly the viability of management. In all things the favorable link between self-reporting hopefulness and employee productivity inside investment sector is Jensen et al. (2007). The association among positivity and productivity in the production contexts was investigated by Green et al. (2004). The findings show that the optimism of the employee and the performance level are "extremely positive."

Fig. 1 Conceptual Work of Study
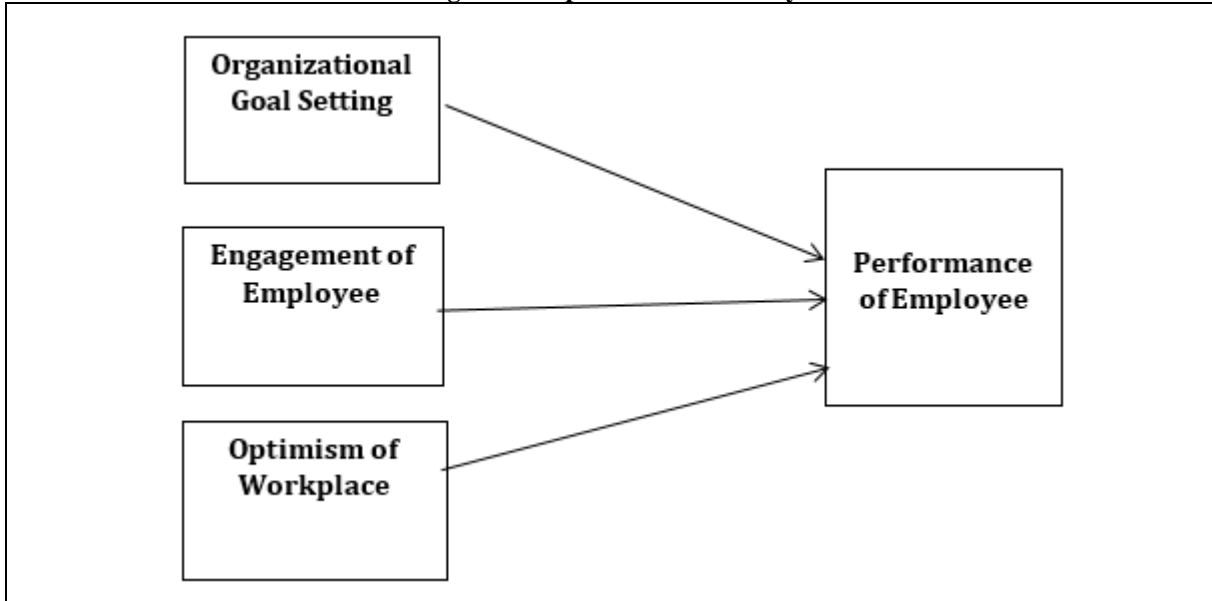
3. Research Methodology

3.1 Method of Data Collection

Objective setting, staff commitment, organization's optimism and performance data have been conducted on a sample of permanent and contractual automotive staffs in Pakistan, data collected from respondent through physical and online questionnaire.

3.2 Sampling Technique

Convenience sampling technique adopted for this study, because automotive manufacturing sector is spread out all over the country, but the lager sector is based on Karachi, and it is convenient to project the results of this study all over the region.

3.3 Sample size

In this research study, to collect data, 273 human resources responses through the survey. About 74% are full-time employees, and 26% are part-time human resource, Respondents spread across twelve different departments. HR & Admin Department, Accounts & Finance Department, Procurement Department, Business Development & Marketing Department, Training Department, Designing Department, CAM Department, Reverse Engineering Department, Heat Treatment Department, Production Planning Department, Store Department, CNC & Conventional Machining Department and EDM Department.

3.4 Instrument of Data Collection

Green et al. (2004) have previously established and evaluated goal-targeting measurements and individual productivity models. Earlier, engagement of the employee rates was set besides considered by Buckingham and Coffman. (1999). A revised model had to be established to measure corporate morality. Papers from Green et al. have been adopted in this new scale (2004).

3.5 Research Hypotheses:

H1: Organizational Goal setting association with Performance of Employee.
H2: Engagement of Employee association with Performance of Employee.
H3: Optimism of Workplace association with Performance of Employee.

3.6 Statistical Technique

Descriptive inferential statistics and predictive statistical techniques applied to examine the relation between dependent and independent variables for this study.

4. Results and Data Analysis

H1: Organizational Goal setting association with Performance of Employee

Table 1. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Goalsetting	273	1.50	4.75	2.8507	1.05628
Performance _Of_ Employee	273	2.00	4.75	3.0852	.86964
Valid N (list wise)	273				

The table of descriptive statistics explain the independent variable's goal setting and the dependent variable performance of employee, the number of observations is 273, is the sample size, the represent the population, the minimum value of the variable of goal setting is 1.50 and maximum value of the independent variable goal setting is 4.75 and the mean of the variable goal setting is 2.8507 whereas the maximum value of the dependent variable of performance of employee is 4.75 with mean is 2.8507 and the value of standard deviation of the performance of employee is 0.86964.

H2: Engagement of Employee association with Performance of Employee

Table 2. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Engagement _of_ Employee	273	1.80	4.20	2.7773	.86479
Performance _Of_ Employee	273	2.00	4.75	3.0852	.86964
Valid N (list wise)	273				

The table of descriptive statistics explain the independent variable is engagement of employee and the dependent variable performance of employee, the number of observations is 273, is the sample size, the represent the population, the minimum value of the independent variable engagement of employee is 1.80 and whereas the maximum value of the dependent variable of performance of employee is 4.20 with value of mean is equal to 2.7773 and the value of standard deviation is 0.86479 and the variable performance of employee value of standard deviation is 0.86964.

H3: Optimism of Workplace association with Performance of Employee.

Table 3. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Optimism_ Of_ Workplace	273	2.25	4.50	3.2811	.65336
Performance_ Of_ Employee	273	2.00	4.75	3.0852	.86964
Valid N (list wise)	273				

The table of descriptive statistics explain the independent variable is Optimism of Workplace and the dependent variable performance of employee, the number of observations is 273, is the sample size, the represent the population, the minimum value of the independent variable Optimism of Workplace is 2.25 and whereas the maximum value of the dependent variable of performance of employee is 4.50 and the mean value of Optimism of Workplace is 3.2811 and the value of standard deviation is 0.65336 and the variable performance of employee value of the standard deviation is 0.86964.

4.1 Reliability Test:

Table 4. Reliability Statistics

Cronbach's Alpha	N of Items
.970	17

In the statistics of reliability table Cronbach's alpha of the items used in the research paper the independent variable goal setting and the variable of the dependent performance of employee. Through Cronbach's alpha described the internal consistency of the items, that how to associated with independent variable goal setting and the variable of the dependent of performance of employee. Through the test of Cronbach's alpha explain as of the reliability coefficient of 0.7 or higher the result to be considered or acceptable for research study in the discipline of management sciences or the social sciences. In this result of the two variables the goal setting and the performance of employee indicates the Cronbach's alpha value of the two items is 0.94, and overall reliability of the items is 0.970, which suggested that these two variables of the items have relatively high internal consistency in the research study.

Through results of the reliability table explain the Cronbach's alpha of the items used in the research study and explained the association of the independent variable engagement of employee and the dependent variable performance of employee explain the internal consistency. Through Cronbach's alpha described the internal consistency of the items, that how to associated with independent variable engagement of employee and the dependent variable performance of employee. The criteria of the Cronbach's alpha explain as of the reliability coefficient of 0.7 or higher the result to be considered or acceptable for research

study in the discipline of management sciences or the social sciences. In this result of the two variables the engagement of employee and the performance of employee indicates the value of Cronbach's alpha of the items of the variables is equal to 0.987, which suggested that these two variables of the items have relatively high internal consistency in the research study.

The results finding of the test of reliability explain the Cronbach's alpha of the items used in the research study independent variable Optimism of Workplace and performance of employee is the dependent variable that explain the internal consistency of the variables of items in the study. The result of the test of the Cronbach's alpha described the internal consistency of the items, that how to associated with independent variable Optimism of Workplace and the dependent variable performance of employee. The criteria of the Cronbach's alpha explain as of the reliability coefficient of 0.7 or higher the result to be considered or acceptable for research study in the discipline of management sciences or the social sciences. In this result of the two variables the Optimism of Workplace and the performance of employee indicates the results of Cronbach's alpha of two items is equal to 0.957, explain the good internal consistency of the variable of items in the study and the overall reliability of the items is 0.970 which is greater than 0.7, the results showed that the internal consistency of the construct items found good consistency.

4.2 Pearson Correlation Analysis:

Through the test the correlation of Pearson Analysis the between the independent variables such as goal setting, engagement of employee, Optimism of workplace with the dependent variables of performance of employee.

In the table of correlation, the results explained the positive association between the independent variables and the dependent variable of performance of employee in the research study.

If the result of the test of correlation was near to 0, then these results explain that there is no association in the independent and the dependent variables. If the results are -1 then explained that there is negative association found in the variables of the study and whereas if the results of the study are 1, means that there is association between the variables positive correlation. The results indicate, if the result of the probability value showed the association observed collected from sample data about population. Through the result of the correlation table, the value of p=0.000, showed that less than 0.01, indicates there is positive association between the variable of goal setting and the dependent variable of performance of employee. So, the, based on these results, organization must understand the factor of goal setting and then better known about the performance of the employee.

Through the table results of the correlation, the probability value explained the association of the variable of engagement of employee and the dependent variable of performance of employee based on the collection data with the help of sampling technique. If the results of the coefficient of correlation is equal to zero, indicated there is no found association between the variable of engagement of employee and the dependent variable performance of employee. If the result in the table of correlation coefficient is close to 1, then shown that the positive and strong association between the variables. When result found close to -1 then there is negative association in the variables. Then in the table of correlation coefficient shows that the correlation analysis of the research study. Through the table of coefficient of

correlation, the result indicates that there is positive correlation between Engagement of Employee and Performance of employee with r= .975 and p-value=0.000 which is less than 0.01. So that Engagement of Employee has positive impact on performance of employee. In the organization, the factor of engagement of employee important considered when focus on performance of employee and the goal of organization achieved considered top priority.

Through the table results of the correlation, the probability value explained the association of the variable of Optimism of Workplace and the dependent variable of performance of employee based on the collection data with the help of sampling technique. If the results of the coefficient of correlation is equal to zero, indicated there is no found association between the variable of Optimism of Workplace and the dependent variable performance of employee. If the result in the table of correlation coefficient is close to 1, then shown that the positive and strong association between the variables. When result found close to -1 then there is negative association in the variables. Then in the table of correlation coefficient shows that the correlation analysis of the research study. Through the table of coefficient of correlation, the result indicates that there is positive correlation between Optimism of Workplace and Performance of employee with r= .955 and p-value=0.000 which is less than 0.01. So that Optimism of Workplace has positive impact on performance of employee. In the organization, the factor of Optimism of Workplace so important considered when focus on performance of employee and the goal of organization achieved considered top priority.

Table 5. Correlations

		Performance_Of_Employee	Goal_Setting	Engagement_of_Employee	Optimism_Of_Workplaceb
Pearson Correlation	Performance_Of_Employee	1.000	.949	.975	.955
	Goal_Setting	.949	1.000	.964	.867
	Engagement_of_Employee	.975	.964	1.000	.908
	Optimism_Of_Workplaceb	.955	.867	.908	1.000
Sig. (1-tailed)	Performance_Of_Employee	.	.000	.000	.000
	Goal_Setting	.000	.	.000	.000
	Engagement_of_Employee	.000	.000	.	.000
	Optimism_Of_Workplaceb	.000	.000	.000	.
N	Performance_Of_Employee	273	273	273	273
	Goal_Setting	273	273	273	273
	Engagement_of_Employee	273	273	273	273
	Optimism_Of_Workplaceb	273	273	273	273

Then the finding shown the correlation analysis Optimism of Workplace and the performance of employee in the study. The result indicates that there is positive correlation between Optimism of Workplace and Performance of employee with r= .955 and p-value=0.000 which is less than 0.01. So that Optimism of Workplace has positive impact on performance of employee.

4.3 Model Summary

Table 6. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.990[a]	.980	.980	.12256

a. Predictors: (Constant), Optimism_Of_Workplaceb, Goal_Setting, Engagement_of_Employee

Through the test of regression determine the association independent and the dependent variables in the research study. The summary of the model that explain the association of the observed variables and the research model. In the model summary the R represent the coefficient of correlation, showed that relationship independent and the dependent variables. The table of model summary the value of R is equal to 0.990 and this result indicates good association between the variables and the model. The result of adjusted R square explains the factor of generalization of the study such as the variation of the population of the data. Then the value of adjusted R-square is equal to 0.980, indicates the good association

4.4 ANOVA
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Table 7. ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.667	3	67.222	4475.583	.000[b]
	Residual	4.040	269	.015		
	Total	205.707	272			

a. Dependent Variable: Performance_Of_Employee

b. Predictors: (Constant), Optimism_Of_Workplaceb, Goal_Setting, Engagement_of_Employee

Through the table of the ANOVA results, the value of the f-test explains the interconnected with variables. So that in this table the variable goal setting and the performance of employee showed that how much interconnected with each other's and the result of value f is equal to 4475.583, indicates significantly and the value of probability is less than 0.000. Hence results of the showed that the model of the goal setting and the performance of employee in good explained.   Through the table of the ANOVA results, the value of the f-test explains the interconnected with variables. So that in this table the variable goal setting and the performance of employee showed that how much interconnected with each other's and the result of f-test is equal to 4475.583 indicates significantly and the value of probability is less than 0.000. Hence results of the showed that the model of the engagement of employee and the performance of employee in good explained. So that any organization must focus on the factor of engagement of employee when achieved or gain organization goals. The results of the model summary always important considered for research findings. The results shown the strength of the variables in the research study and also fit of the model of the study, The R is representation the correlation of coefficient between the Optimism of Workplace and performance of employee that explain the relationship of the variables. The results indicate in the table of model summary r is equal to 0.955, so that these results explained good model strength and association. The value of r=0.955 explain the variation of the independent variable Optimism

of Workplace in the dependent variable performance of employee. So that the findings explain the strength of the variable of Optimism of Workplace has positive association with the factor of performance of the employee in the organization.

The regression f-test explains whether s set of variables are jointly significantly in the research study. In this result of the study the value of f-statistics is 4475.583 which is good and statistically significant at significance level of p-value which is less than 0.01. Hence, we can explain that overall, the explanatory power of the research model good. So that the variable Optimism of Workplace god jointly with the dependent variable performance of employee.

Table 8. Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	-.316	.046		-6.917	.000	-.406	-.226
Goal_Setting	.140	.027	.170	5.282	.000	.088	.192
Engagement_of_Employee	.449	.038	.446	11.666	.000	.373	.524
Optimism_Of_Workplaceb	.535	.027	.402	19.694	.000	.482	.589

a. Dependent Variable: Performance_Of_Employee

Through the table of coefficient results explained the association between the variables and also strength of the model of the goal setting and the performance of employee. Based on the results of the coefficient table, the value of the Significance is equal to 0.000, less than 0.01 and this result indicates the independent variable of goal setting and dependent variable performance of employee explained positive association. So that the factor of goal setting will be considered when focus on performance of employee in the organization. Through the important factor of goal setting in the employee performance, the Human resource manager must consider when organization goal achieved. Based on the results the table of co-efficient explain the sig value in the last column which predict us the significance of the independent variable engagement of employee. The independent variable engagement of employee the probability value is equal to s 0.000 which is less than 0.01, the means that the independent variable engagement of employee is important variable and shows the more association with performance of employee. Then, results indicate the variable of engagement of employee has positive impact on dependent variable of performance of employee. Association strength of the variables showed through the table of coefficients. Based on the results the table of co-efficient explain the sig value in the last column which predict us the significance of the independent variable Optimism of Workplace. The independent variable Optimism of Workplace the probability of the value is 0.000 which is less than 0.01 that explain the association of the variable Optimism of Workplace is important variable and shows the positive relationship on performance of employee. Then, results indicate the variable of Optimism of Workplace has positive impact on dependent variable of performance of employee. So that the table of coefficient explain the variable of Optimism of Workplace strength on the dependent variable performance of the employee.

4.5 Hypotheses Assessment Summary

- ➢ Organizational setting of goal is emphatically affected on performance of the employee by the coefficient of the correlation of (0.949) critical at the level of 0.01 in support of hypothesis.
- ➢ Engagement of Employee is emphatically affected on performance of the employee by the coefficient of the correlation of (0.975) critical at the level of 0.01 in support of hypothesis.
- ➢ Optimism of Workplace is emphatically affected on performance of the employee by the coefficient of the correlation of (0.955) critical at the level of 0.01 in support of hypothesis.
- ➢ The path from Organizational setting of goal to performance of employee (H1) is positive association at the 0.01 level with a standardized coefficient of (0.949) and an associated t-value of (49.514), P-value (0.000).
- ➢ The path from Engagement of Employee to performance of employee (H2) is positive association at the 0.01 level with a standardized coefficient of (0.908) and an associated t-value of (35.600), P-value (0.000).
- ➢ The path from Optimism of Workplace to performance of employee (H3) is positive association at the 0.01 level with a standardized coefficient of (0.955) and an associated t-value of (52.735), P-value (0.000).

5. Discussions, Conclusion, Policy Implications and Future Research

5.1 Discussions

Through the surveyed the connections among authoritative objective setting, the commitment of worker, the good faith of working environment, and execution of representative develops fully intent on recognizing the executive's programs that will be carried out with a constructive outcome on the exhibition of an association's representatives.

5.2 Conclusion

Research instrument previously tested as substantial & reliable by Bobby Medlin & Kenneth W. Green Jr (2009). The assessment and fundamental models fit the data decently supporting review theories driving us to assume that. Organizational setting of goal facilitates employees to boost their performance. Engagement of Employee positively influence on performance of employee. Optimism of Workplace facilitates employees to enhance their performance.

5.3 Policy Implications

The research shows that the improvement of employee potential effected by setting of organizational goal, engagement of employee and optimism of workplace, this research outcome provides support to Pakistan's automobile manufacturing companies to learn about the best practices to improve their workforce performance.

5.4 Future Recommendation

This exploration is restricted to Karachi based auto assembling associations, I prescribe that future examination plan to assess the effect of develops, for example, objective setting, worker commitment, and work environment good faith on conventional results like advancement and yearly evaluation, likewise I prescribed that future examination mean to target Pakistan Automotive OEM businesses with same builds.

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