
The Effect of Education, Training and Work Discipline on Employee Performance and Impact on the Performance of Aceh Library and Archives Institution

***Marlina, Nasir, and Faisal**

Department of Management, Universitas Syiah Kuala, Indonesia.

Abstract

The purpose of this study was to find out the effect of education, training and work discipline on employee performance and impact on the performance of Aceh Library and Archives Institution. The location of this research was carried out at the Aceh Library and Archives Institution, located in Banda Aceh. As for the object of this research are all permanent employees at the Aceh Library and Archives Office, the size of the population in this study is 120 employees, while the data collection techniques used are census so that the sample used in this study was 120 respondents, as for the analytical equipment used in this research is Partial Least Square (PLS). The results showed that education, training and work discipline had a positive and significant effect of 0.200, 0.716 and 0.171 on the performance of employees at the Aceh Library and Archives Institution, while education, training, work discipline and employee performance had a positive and significant effect respectively 0.097, 0.249, 0.142 and 0.563 to the performance of the Aceh Library and Archives Institution, then education, training and work discipline indirectly had a positive and significant effect of 0.112, 0.403 and 0.096 on the performance of the Aceh Library and Archives Institution through employee performance.

Keyword: Education, Training, Work Discipline, Employee Performance and Organizational Performance.

1. Introduction

Along with the rapid development of science and information technology that penetrated all lines of life was no exception, the Aceh Library and Archives Institution. The Aceh Library and Archives Institution is an information management agency in Aceh Province, Indonesia, that task is to collect, store, process and disseminate information to employees who are required to be professional in handling it. The community paradigm of the library has shifted slightly, also for employees who work in the library. Previously the library was identical to books, now synonymous with information, while former employees as information servants now shifted to the position of information providers. This opportunity is a golden opportunity that must be picked up by employees of the Aceh Library and Archives Institution to transform into human beings needed by the community in seeking information.

Organizational performance said "quality and success in achieving goals can be influenced by factors originating from within the organization such as work discipline, education and

training in accordance with the ability of employees to complete tasks and responsibilities, resulting in quality output. Maximum performance from an employee can be obtained if the organization is able to direct and develop the potential possessed by its employees ". Performance according to (Mahsun, 2012), is a description of the level of achievement of an activity / policy program in realizing the goals, objectives, mission and vision of the organization contained in the strategic planning of an organization".

Based on the results of a survey conducted on organizational performance measured by 6 (six) indicators, where the input indicator obtained an average value of 3.40, the process indicator obtained an average value of 3.28, the output indicator obtained an average value of 3.20, the outcome indicator was obtained the average value of 3.16, the benefit indicator obtained an average value of 3.00, and the impact indicator obtained an average value of 3.32 on the Likert scale unit, it can be concluded that organizational performance is still felt to be not running well in the implementation carried out by employees at the Aceh Library and Archives Institution, this can be seen from the average value obtained is still below 3.27 in the Likert scale unit, meaning that the increase in organizational performance obtained in the preliminary survey is still not in accordance with the expectations of the organization, therefore the head of the Aceh Library and Archives Institution has not fully implemented and pay attention to indicators for men improve performance on employees, this condition will affect the productivity of employees who will contribute to the decline in organizational performance. The Aceh Library and Archives Service is also inseparable from the performance of current employees who are still not optimally increasing.

The survey was also conducted on employee performance variables measured by 7 (seven) indicators, where the first indicator was the goal obtained by an average value of 3.04, the second indicator namely the standard obtained an average value of 3.04, the third indicator namely feedback obtained an average value average of 3.04, the fourth indicator is the means and facilities obtained by an average value of 3.28, the fifth indicator is competency obtained by an average value of 3.12, the sixth indicator that is the average value of 3.04 and the seventh indicator that is the average value of 3.00 Likert scale, it can be concluded that employee performance is still felt to be not running well in the implementation carried out by employees at the Aceh Library and Archives Institution, this can be seen from the average value obtained is still below 3.08 in the Likert scale unit, which means an increase in performance the employees obtained in this preliminary survey are still not productive and are increasing. this condition, if left unchecked, will affect the decline in the productivity of employees who will contribute to the decline in the performance of the Aceh Library and Archives Institution staff in a longer period of time. Therefore, in order to minimize the decline in sustainable employee performance according to (Mangkunegara, 2013), it is necessary to improve employee capacity in various aspects including education, training and work discipline

Based on the phenomena described earlier, the authors are interested in researching further and in depth about this matter, which will be used in the form of final works with the research title Effect of Education, Training and Work Discipline on Employee Performance and Its Impact on the Performance of Aceh Library and Archives Institution.

2. Literature Study

Education

Education is "a business or activity to improve one's general knowledge, including in theory, to decide on issues related to the achievement of goals and improve the ability of work through practical knowledge, (Fathoni, 2006). The indicators used as a measure in the education of employees in an organization are increasing the spirit of service, improving quality in work, understanding work mechanisms, increasing sensitivity in work, suitability of work with planning, improving knowledge, and improving skills in work ".

Training

Training is "an activity process intended to improve attitudes, behavior, skills and knowledge both from employees or trainees to meet certain standards (attitudes, behaviors, skills and knowledge set by the company) to achieve company goals, (Zurnali, 2011) The indicators used as a measure in training employees in an organization are to increase knowledge, have expertise, be able to work effectively, innovate and be creative, ensure safety, and prepare employees ".

Work Discipline

Work discipline is "the most important operational function of human resource management because the better the discipline of employees, the higher the work performance that can be achieved. (Hasibuan, 2014). The indicators used as a measure in training employees in an organization are goals and abilities, leadership models, remuneration, fairness, inherent supervision, sanctions for punishment and firmness ".

Organizational Performance.

Performance is "an overview of the level of achievement of an activity / policy program in realizing the goals, objectives, mission and vision of the organization contained in the strategic planning of an organization, (Mahsun, 2012)". "Whereas according to (Iswadi, Musnadi and Faisal, 2016) Organizational performance is a description of the work of the organization in achieving its objectives which of course will be influenced by the resources possessed by the organization. The resources in question can be physical such as human or non-physical resources such as regulations, information, and policies, so to better understand the factors that can influence an organization's performance. The indicators used as a measure of organizational performance are input (input), process (process), output (output), outcomes (results), benefits (benefits) and impact (impact) ".

Employee Performance

Employee performance is "about doing work and the results achieved from the work or about what is done and how to do it, (Wibowo, 2016). Whereas according to (Nasir, 2006) employee performance is the level of achievement or work results of a person from the goals to be achieved or tasks that must be achieved or tasks that must be carried out in accordance with their respective responsibilities in a certain period of time. The indicators used as a measure of employee performance in an organization are goals, standards, feedback, tools and facilities, competencies, motives, and opportunities ".

Research Hypothesis

In accordance with the background of the research, the formulation of the problem, the framework of the research hypothesis can be formulated as follows.

- H1: Education affects the performance of the Aceh Library and Archives Institution.
- H2: Training affects the performance of the Aceh Library and Archives Institution.
- H3: Work discipline affects the performance of the Aceh Library and Archives Institution.
- H4: Education affects the performance of Aceh Library and Archives Institution employees.
- H5: Training affects the performance of Aceh Library and Archives Institution employees
- H6: Work discipline affects the performance of Aceh Library and Archives Institution employees.
- H7: Employee performance affects the performance of the Aceh Library and Archives Institution.
- H8: Education affects organizational performance through the performance of Aceh Library and Archives Institution employees.
- H9: Training affects organizational performance through the performance of Aceh Library and Archives Institution employees.
- H10: Work discipline affects organizational performance through the performance of Aceh Library and Archives Institution employees.

3. Research Method

Location and Object of Research

The research was conducted at the Aceh Library and Archives Institution. Whereas the object of the study is employees at the Aceh Library and Archives Institution who are associated with education, training and work discipline on employee performance and its impact on organizational performance.

Population and Samples

The population in this study is as many as 120 employees remained in the Aceh Library and Archives Institution. According to (Arikunto, 2014), sample is a portion of the population that is considered sufficient to represent the population. In this study the sampling method uses a census technique where all members of the population are selected as samples. The sample taken was all of the permanent employees in the Aceh Library and Archives Institution as many as 120 people.

Data Analysis Equipment

This study uses the Structural Equation Modeling (SEM) method with research tools or software in the form of Partial Least Square (PLS). Structural Equation Modeling (SEM) is divided into two types, namely Covarian-based Structural Equation Modeling (CB-SEM) and Partial Least Square-Structural Equation Modeling (PLS-SEM) (Latan and Ghazali, 2012).

Partial Least Square (PLS) assumes that the research data is free of distribution (Ditribution Free), meaning that the research data does not refer to one particular distribution. Partial Least Square (PLS) is an alternative method of Structural Equation Modeling (SEM)

which can be used to overcome the problem of the relationship between complex variables, but the sample size is at least 100 (Latan and Ghazali, 2012). Partial Least Square (PLS) is also used to measure the relationship of each indicator to its construct. "

The difference between CB-SEM and PLS-SEM that is the most dominant seen is PLS-SEM does not prioritize strong theories and does not require data to have a normal distribution (Latan and Ghazali, 2012). From the same, (Henseler, Ringle and Sinkovics, 2009) revealed one of the advantages of PLS-SEM is being able to handle complex models with multiple exogenous and endogenous variables with many indicators, can be used on small sample quantities and can overcome variables with nominal, ordinal, continuous type.

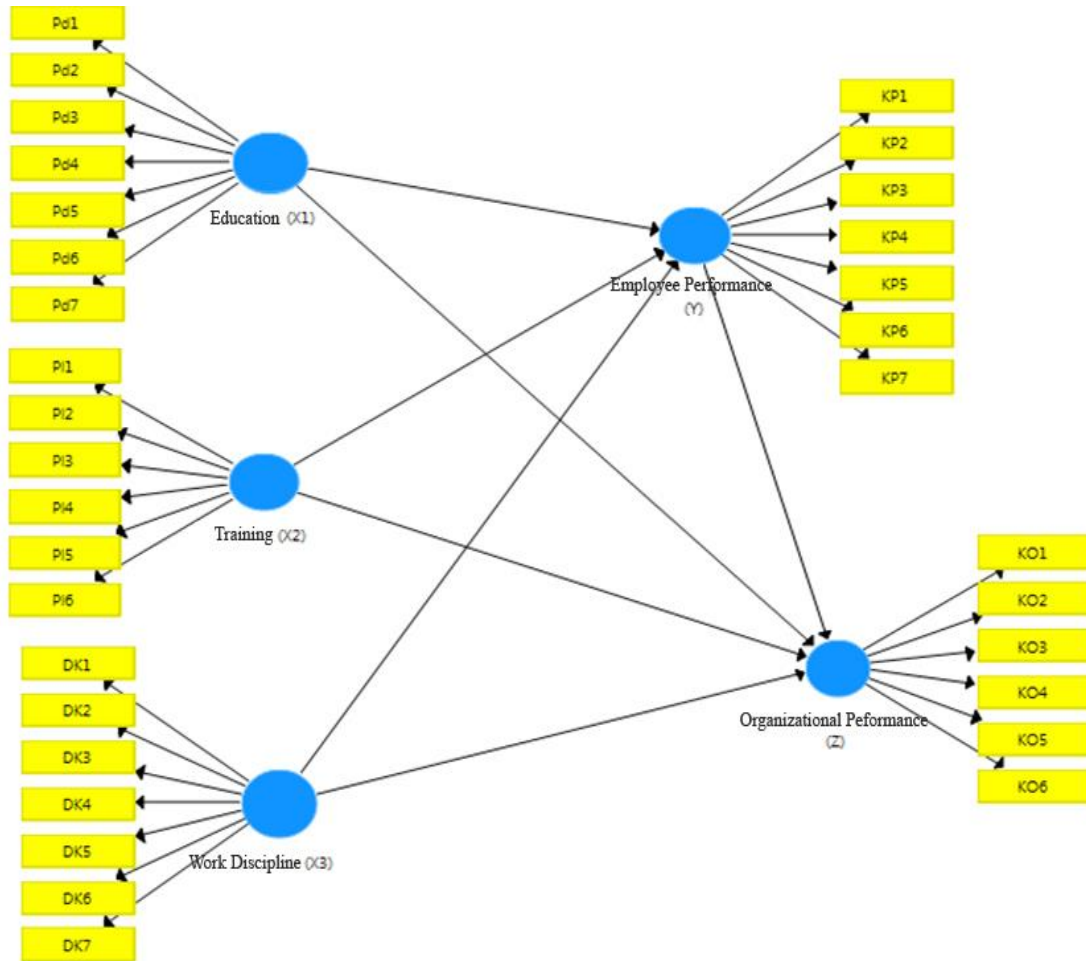


Figure 1: PLS model developed in this research

Based on the description above, the system of equations is stated as follows:

$$\eta_1 = y_{1.1}\xi_1 + y_{1.2}\xi_2 + y_{1.3}\xi_3 + \zeta_1$$

$$\eta_2 = \beta_{21}\eta_1 + \zeta_2$$

or

$$\text{Employee Performance } (\eta_1) = y_{1.1} \text{ Education} + y_{1.2} \text{ Training} + y_{1.3} \text{ Work Discipline} + \zeta_1$$

Organizational Performance (η_2) = $\beta_{21}\eta_1$ Endogenous latent coefficient to endogenous + ζ_2

To test the hypothesis above for indirect relationships or mediating effects between exogenous and endogenous variables, the mediating effect testing in this study used the (Baron and Kenny, 1986) models, as shown in the following figure".

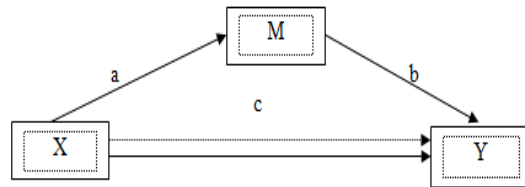


Figure 2. Testing of Mediating Effects

4. Result

PLS Model Analysis

Evaluating the outer model is also called an evaluation of the measurement model carried out to assess the validity and reliability of the model. Evaluation of the measurement model is an evaluation of the relationship between the construct and the indicator. The value of loading factor above 0.7 can be said to be ideal, meaning that the indicator is said to be valid as an indicator that will measure the construct. However, the standardized loading factor above 0.5 is still acceptable, while the value of the loading factor below 0.5 is issued by the model (Yamin and Kurniawan, 2011).

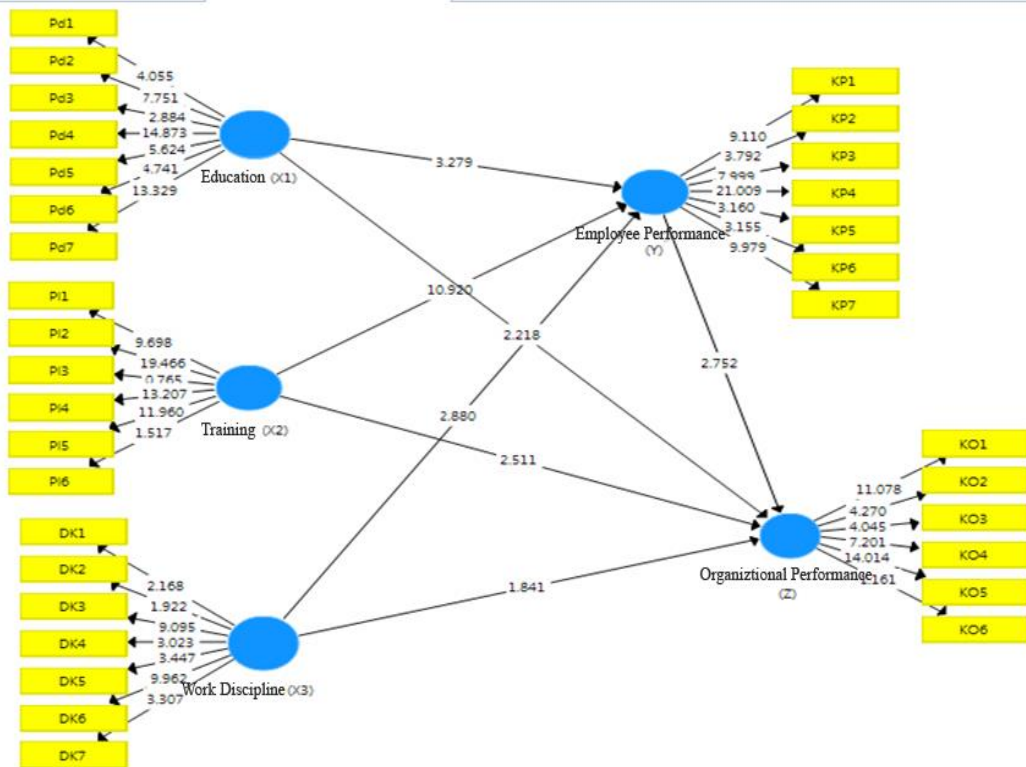


Figure 3: Calculation of PLS Algorithm

From the figure above, indicators P1, Pd3, Pl3, Pl6, Ds1, Ds2, Ds7, KP5, KP6, KO3 and KO6 get a standardized loading factor below 0.5. Therefore the eleven indicators must be removed from the model.

Goodness of Fit Test

Analysis of model compatibility with data is how well the model is able to explain the phenomenon that occurs or how well the model matches the data. GoF analysis using the following formula:

Table 1. Model Match Analysis (Goodness of Fit)

| Variabel Latent | Communnality | R ² |
|----------------------|--------------|----------------|
| Education | 0.581 | 0.000 |
| Training | 0.606 | 0.000 |
| Work Discipline | 0.705 | 0.000 |
| Employee Performance | 0.655 | 0.810 |

The GoF provisions are small if they are between 0.10 - 0.25, medium if they are between 0.25 - 0.36 and categorized as Large if more than 0.36 (Latan and Ghozali, 2012). Based on the results of the above calculations, obtained a GoF value of 0.656 (more than 0.36) so that it can be concluded that the overall model formed reflects the quality of the model is very good.

Examining the significance of the path relationship, to assess the significance of the path coefficient can be seen from the t test value (critical ratio) obtained from the bootstrapping process (resampling method) as follows.

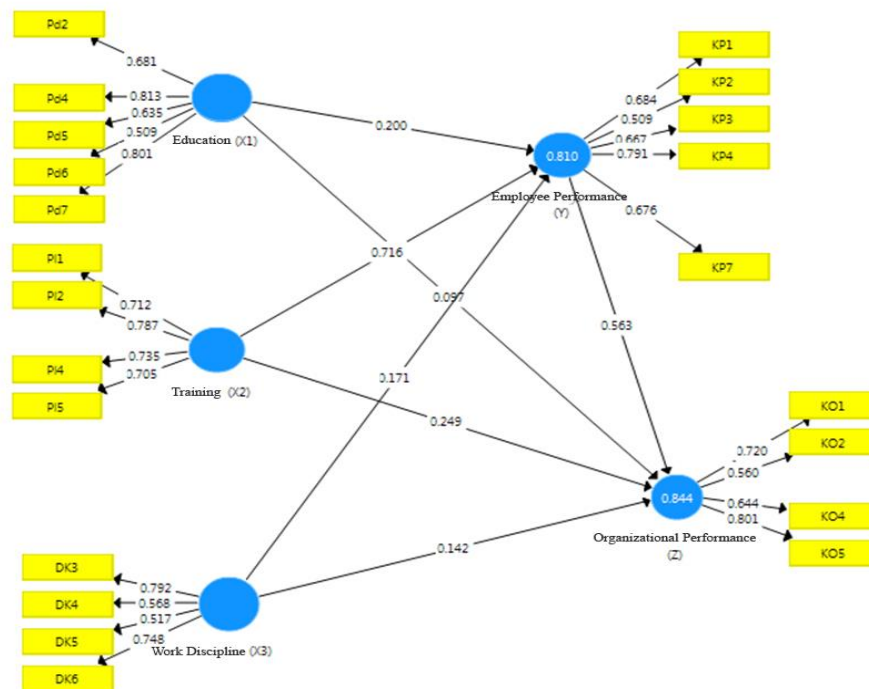


Figure 4: Bootstrapping process

The figure above shows the effect of X1, X2, and X3 on Z mediated by Y, which can be explained as follows.

1. Regression coefficient direct effect of X1 to Z is 0.097, regression coefficient indirect effect X1 to Z through Y is 0.200, and the total direct effect is 0.210 (see Standardized Total Effects output). It can be seen that the indirect effect of X1 on Z through Y is greater than the direct effect of X1 on Z.
2. The regression coefficient of the direct effect of X2 to Z is 0.249, the regression coefficient of indirect influence X2 to Z through Y is 0.716 (see the Standardized Indirect Effects output), and the total effect is 0.652 (see Standardized Total Effects output). It can be seen that the indirect effect of X2 on Z through Y is greater than the direct effect of X2 on Z.
3. Regression coefficient of direct effect of X3 to Z is 0.142, Regression coefficient of indirect influence X3 to Z through Y is 0.171 (see Standardized Indirect Effects), and total influence is 0.238 (see Standardized Total Effects output). It can be seen that the indirect effect of X3 on Z through Y is smaller than the direct effect of X3 on Z.

Hypothesis Testing (Influence between variables)

A. The Effect of Education, Training and Work Discipline on Employee Performance at the Aceh Library and Archives Institution

Partially, the results of statistical tests obtained the coefficient values for each variable as follows.

Table 2. Hypothesis Testing 2 (Partial)

| No | Inter-Variable Influence | Path Coefficient (Beta) | t statistics | t tabel | Sig. | Test result |
|----|--------------------------|-------------------------|--------------|---------|-------|-------------|
| 1 | X1 -> Y | 0.200 | 3.237 | 1.96 | 0.001 | Ha accepted |
| 2 | X2 -> Y | 0.716 | 12.652 | 1.96 | 0.000 | Ha accepted |
| 3 | X3 -> Y | 0.171 | 3.243 | 1.96 | 0.031 | Ha accepted |

1. The Effect of Education (X1) on Employee Performance (Y) at the Aceh Library and Archives Institution

The test results "statistically obtained the coefficient value of the Education variable (X1) of 0.200, where t statistics (3,237) > t table (1.96) with a significance level of the test results is 0.001, which means that the probability is smaller than 0.05, the hypothesis the alternative (Ha) is accepted and the null hypothesis (Ho) is rejected. Thus it can be concluded that Education has a significant effect on Employee Performance at the Aceh Library and Archives Service. This indicates that the better the Education will provide a positive and tangible influence on the improvement of employee employee performance at the Aceh Library and Archives Service.

2. The Effect of Training (X2) on Employee Performance (Y) at the Aceh Library and Archives Institution

Test results "statistically obtained Training variable coefficient value (X2) of 0.716, where t statistics (12.652) > t table (1.96) with a significance level of test results is 0.000 this means that the probability is smaller than 0.05 then the hypothesis the alternative (Ha) is accepted and the null hypothesis (Ho) is rejected. Thus it can be concluded that Training also has a significant effect on Employee Performance at the Aceh Library and Archives Service. This indicates that the higher the training will provide a positive and tangible influence on improving employee performance at the Aceh Library and Archives Service.

3. The Effect of Work Discipline (X3) on Employee Performance (Y) at the Aceh Library and Archives Institution

The test results "statistically obtained the coefficient of the Work Discipline variable (X3) of 0.171, where t statistics (3.243) > t table (1.96) with a significance level of the test results is 0.031, which means that the probability is smaller than 0.05 then the alternative hypothesis (Ha) is accepted and the null hypothesis (Ho) is rejected".

Thus it can be concluded that Work Discipline also has a significant effect on Employee Performance at the Aceh Library and Archives Service. This indicates that the higher the Work Discipline received by employees will provide a positive influence on improving employee Employee Performance at the Aceh Library and Archives Office.

B. The Effect of Education, Training and Work Discipline on Organizational Performance at the Aceh Library and Archives Service

Partially, the results of statistical tests obtained the coefficient values for each variable as follows:

Table 3. Hypothesis Testing 2 (Partial)

| No | Inter-Variable Influence | Path (Beta) | Coefficient | t statistics | t table | Sig. | Test result |
|----|--------------------------|-------------|-------------|--------------|---------|-------|--------------------|
| 1 | $X_1 \rightarrow Z$ | 0.097 | | 2.066 | 1.96 | 0.039 | Ha accepted |
| 2 | $X_2 \rightarrow Z$ | 0.249 | | 1.637 | 1.96 | 0.102 | Ha is not accepted |
| 3 | $X_3 \rightarrow Z$ | 0.142 | | 3.243 | 1.96 | 0.001 | Ha accepted |

1. The Effect of Education (X1) on Organizational Performance (Z) at

The test results "statistically obtained the coefficient value of the Education variable (X1) of 0.097, where t statistics (2.066) > t table (1.96) with a significance level of the test results is 0.039, which means that the probability is not smaller than 0.05 then the alternative hypothesis (Ha) is accepted and the null hypothesis (Ho) is rejected. Thus it can be concluded that the Education variable has a significant effect on Organizational Performance in the Aceh Library and Archives Institution. This indicates that the better the education of employees, the more it will have an influence on improving organizational performance in the Aceh Library and Archives Institution.

2. The Effect of Training (X2) on Organizational Performance (Z) at the Aceh Library and Archives Institution

Test results "statistically obtained Training variable coefficient value (X2) shows a coefficient of 0.249, where t statistics (1.637) < t table (1.96) with a significance level of the test results is 0.102 it means that the probability is not greater than 0,05 then the alternative hypothesis (Ha) is not accepted and the null hypothesis (Ho) is not rejected. Thus it can be concluded that Training does not have a significant effect on Organizational Performance at the Aceh Library and Archives Institution. This indicates that even though the higher the training will not provide a positive and tangible influence on improving organizational performance in the Aceh Library and Archives Institution.

3. The Effect of Work Discipline (X3) on Organizational Performance (Z) at the Aceh Library and Archives Institution

Test results statistically obtained coefficient value of Work Discipline variable (X3) of 0.142 where t statistic (3.243) > t table (1.96) with a significance level of test results is 0.001 it means that the probability is not smaller than 0.05 then the alternative hypothesis (Ha) is accepted and the null hypothesis (Ho) is not accepted. Thus it can be concluded that Work Discipline also has a significant effect on Organizational Performance in the Aceh Library and Archives Institution. This indicates that the higher the Work Discipline received by employees gives a positive influence on improving Organizational Performance in the Aceh Library and Archives Institution.

C. The Effect of Employee Performance on Organizational Performance at the Aceh Library and Archives Institution

The test results statistically obtained coefficient of Employee Performance variable (Y) of 0.563, where t statistics (3.259) > t table (1.96) with a significance level of the test results is 0.004 it means that the probability is smaller than 0.001 then the alternative hypothesis (Ha) is accepted and the null hypothesis (Ho) is rejected. Thus it can be concluded that Employee Performance has a significant effect on Organizational Performance at the Aceh Library and Archives Institution. This indicates that the higher employee employee performance will have a positive influence on improving organizational performance in the Aceh Library and Archives Institution.

D. Indirect Effects of Education, Training and Work Discipline on Organizational Performance of the Aceh Library and Archives Institution through Employee Performance

Statistically the test results obtained the coefficient values for each variable as follows:

Table 4. Hypothesis Testing 2 (Partial)

| No | Indirect influence through Y | Path Coefficient (Beta) | t statistics | t table | Sig. | Test result |
|----|------------------------------|-------------------------|--------------|---------|-------|--------------------|
| 1 | $X_1 \rightarrow Z$ | 0.112 | 2.728 | 1.96 | 0.007 | Ha accepted |
| 2 | $X_2 \rightarrow Z$ | 0.403 | 3.120 | 1.96 | 0.002 | Ha accepted |
| 3 | $X_3 \rightarrow Z$ | 0.096 | 1.885 | 1.96 | 0.060 | Ha is not accepted |

1. Indirect Effects of Education, (X1) on Organizational Performance (Z) through Employee Performance (Y) at the Aceh Library and Archives Institution

The test results "statistically obtained the coefficient value of the Educational variable (X1) of 0.112, where t statistics (2.728) > t table (1.96) with a significance level of the test results is 0.007, which means that the probability is smaller than 0.05, the hypothesis the alternative (Ha) is accepted and the null hypothesis (Ho) is rejected. Thus it can be concluded that Education has a significant indirect effect on Organizational Performance through Employee Performance at the Aceh Library and Archives Institution. This indicates that the better the education indirectly will provide a positive and tangible influence on improving organizational performance through improving employee employee performance at the Aceh Library and Archives Institution.

2. Effect of Training (X2) on Organizational Performance (Z) through Employee Performance (Y) at the Aceh Library and Archives Institution

Test results statistically obtained Training variable coefficient value (X2) of 0.403, where t statistics (3.120) > t table (1.96) with a significance level of test results is 0.002 it means that the probability is smaller than 0.05 then the hypothesis the alternative (Ha) is accepted and the null hypothesis (Ho) is rejected. Thus it can be concluded that training also has a significant indirect effect on Organizational Performance through Employee Performance at the Aceh Library and Archives Institution. This indicates that the higher training received by employees indirectly will have a positive influence on improving Organizational Performance through improving Employee Performance at the Aceh Library and Archives Institution.

3. The Effect of Work Disclosure (X3) on Organizational Performance (Z) through Employee Performance (Y) at the Aceh Library and Archives Institution

The test results "statistically obtained the coefficient of the Work Discipline variable (X3) of 0.096, where t statistics (1,885) > t table (1.96) with the significance level of the test results is 0.060, which means that the probability is greater than 0.05 then the alternative hypothesis (Ha) is not accepted and the null hypothesis (Ho) is accepted. Thus it can be concluded that work discipline does not have a significant indirect effect on Organizational Performance through Employee Performance at the Aceh Library and Archives Institution. This indicates that even though the higher level of work discipline carried out by employees indirectly does not have a positive effect on improving Organizational Performance through improving Employee

Performance at the Aceh Library and Archives Institution. The results of this study are also in line with research conducted by (Anggrainy, Sudarsono and Putra, 2018) arguing that work discipline has a significant influence on work performance in the Aceh Library and Archives Institution.

Table 5. Result of Estimate the Direct and Indirect Effects

| Variable | Influence | | | t Count | Sig | Test result |
|-------------------|-----------|------------|-------|------------|-------|----------------|
| | Directly | Indirect Y | Total | | | |
| X ₁ →Y | 0.200 | 0.000 | 0.200 | 3,237 | 0.001 | Ha accepted |
| X ₂ →Y | 0.716 | 0.000 | 0.716 | 12,652 | 0.000 | Ha accepted |
| X ₃ →Y | 0.171 | 0.000 | 0.171 | 3,243 | 0.001 | Ha accepted |
| X ₁ →Z | 0.097 | 0.112 | 0.210 | 3,700 | 0.000 | Ha accepted |
| X ₂ →Z | 0.249 | 0.403 | 0.652 | 10,141 | 0.000 | Ha accepted |
| X ₃ →Z | 0.142 | 0.096 | 0.238 | 4,041 | 0.000 | Ha accepted |
| Y→Z | 0.563 | 0.000 | 0.563 | 3,259 | 0.001 | Ha accepted |

Employee Performance Variables (Y) here function as full mediation, meaning that exogenous variables cannot directly influence endogenous variables without going through / involving mediator variables.

4. Conclusion

Then some things that can be done by the head of the Aceh Library and Archives Institution in connection with efforts to improve Organizational Performance include:

1. Relating to Education, where the results of research show that Education has a direct effect on Organizational Performance, and also Education indirectly has a significant influence on improving Organizational Performance through individual commitment. This can be seen Education has a large influence 0, 112 on Organizational Performance through Employee Performance with a good level of significance (probability > 0.05 = 0.007 and t statistics > 196 = 2.728). Therefore, the Head of the Aceh Library and Archives Institution should be able to direct employees to improve better education through employee performance so that they can maintain and improve organizational performance in the future.
2. Relating to Training, in accordance with the results of research Training also has a direct effect on Organizational Performance, and Training also indirectly has a significant influence on improving Organizational Performance through Employee Performance. This can be seen Training has an effect of 0.403 on Organizational Performance through Employee

Performance with a significant level of good (probability $<0.005 = 0.002$ and t statistics $> 1.96 = 3.120$). Therefore the Head of the Aceh Library and Archives Institution in making a policy must be able to synergize employee training activities with employee workloads so as to improve employee performance at work so that the high Employee Performance possessed by each employee will improve Organizational Performance within the organization. In addition, the Head of the Aceh Library and Archives Institution can program training activities that are in line with better work requirements for employees so that employees can contribute to improving organizational performance.

3. Regarding the work discipline, according to the results of the research obtained, it shows that there is a direct effect on Organizational Performance, but the work discipline indirectly does not have a significant effect on improving Organizational Performance through Employee Performance. This can be seen that the work discipline has an effect of 0.096 on Organizational Performance through Employee Performance with a good level of significance (probability $<0.005 = 0.060$ and statistics $> 1.96 = 1.885$). Therefore the Head of the Aceh Library and Archives Institution must be more serious in paying attention to the current work discipline of employees so that they are in accordance with the responsibilities given to these employees, so that employee performance will increase so that the high employee performance of each employee will increase performance in the organization
4. Employee performance is needed by organizations, so that competent human resources in the organization can be maintained and maintained properly. To be able to improve organizational performance, organizations must be able to meet the needs and expectations of employees so that employee performance will increase. This can be seen from the performance of employees having an influence of 0.563 on organizational performance with a significant level of good (probability $<0.05 = 0.001$ and statistics. $1.96 = 3.259$). Therefore the Head of Service must appreciate the work of his employees so that they can generate high enthusiasm for employees and give more trust to the employees so that employees have an active relationship with organizations where individuals are willing to give something of themselves to help success and organizational prosperity.
5. From the proposed model, education and training indirectly have a significant effect on Organizational Performance through employee performance. So the Head of Service can focus more on employee performance variables if you want to improve organizational performance in the Aceh Library and Archives Institution.

Then some of suggestions can be made as follows.

1. In order to improve employee performance and the performance of the Aceh Library and Archives Institution based on educational variables, what the leadership needs to do is direct its employees to improve education better, so that they can maintain and improve organizational performance in the future.
2. Improving employee performance and organizational performance based on training variables, the head of the Aceh Library and Archives Institution can synergize employee training activities and also be able to program training activities in accordance with better work needs.
3. To improve employee performance and organizational performance based on work discipline variables, the head of the Aceh Library and Archives Institution must be more serious about paying attention to employee work discipline so that employee performance is increased to improve organizational performance.

4. In order to improve organizational performance, organizations must be able to meet the needs and expectations of employees so that employee performance will increase. The Head of the Aceh Library and Archives Institution must be more appreciative of the work results of his employees in order to create high morale for employees so that employees have an active relationship with the organization.

References

- 1) Anggrainy, I. F., Sudarsono, N. and Putra, T. R. I. (2018) 'Pengaruh Fasilitas Kerja, Disiplin Kerja, dan Kompensasi Terhadap Motivasi Kerja serta Implikasinya Pada Prestasi Kerja Badan Kepegawaian Pendidikan dan Pelatihan Provinsi Aceh', *Jurnal Magister Manajemen*, 2(1), pp. 1–10.
- 2) Arikunto, S. (2014) *Prosedur Penelitian suatu Pendekatan Praktik*. Jakarta: Renika Cipta.
- 3) Baron, R. M. and Kenny, D. A. (1986) 'The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations.', *Journal of personality and social psychology*. American Psychological Association, 51(6), p. 1173.
- 4) Fathoni, H. A. (2006) *Manajemen sumber daya manusia*. Jakarta: Rineka Cipta.
- 5) Hasibuan (2014) *Manajemen Sumber Daya Manusia*. Revisi, *Manajemen Sumber Daya Manusia*. Revisi. Jakarta: Bumi Aksara.
- 6) Henseler, J., Ringle, C. M. and Sinkovics, R. R. (2009) 'The use of partial least squares path modeling in international marketing', *Advances in International Marketing*, 20(May 2014), pp. 277–319. doi: 10.1108/S1474-7979(2009)0000020014.
- 7) Iswadi, Musnadi, S. and Faisal (2016) 'The Family Firm's Performance: A Literature Review', in Samadi et al. (eds) *Proceedings of The 6 Annual International Conference Syiah Kuala University (AIC Unsyiah) in conjunction with The 12 International Conference on Mathematics, Statistics and Its Application (ICMSA) 2016*. Banda Aceh: AIC Unsyiah, pp. 274–278.
- 8) Latan, H. and Ghozali, I. (2012) 'Partial Least Square: Konsep, Teknik, dan Aplikasi SmartPLS 2.0 M3', *Semarang: Badan Penerbit Universitas Diponegoro*.
- 9) Mahsun, M. (2012) *Pengukuran Kinerja Sektor Publik*. Tangerang Selatan: Universitas Terbuka.
- 10) Mangkunegara, A. P. (2013) *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.
- 11) Nasir (2006) 'Kinerja Aparatur Pemerintah Kecamatan di Lingkungan Pemerintah Kab. Pidie', *Ekonomi dan Bisnis*, 5, pp. 23–36.
- 12) Wibowo (2016) *Manajemen Kinerja*. kelima. Jakarta: PT. Rajagrafindo Persada.
- 13) Yamin, S. and Kurniawan, H. (2011) *Generasi Baru Mengolah Data Penelitian dengan partial Least Square Path Modelin*. Jakarta: Salemba Infotek.
- 14) Zurnali, C. (2011) 'Pengaruh Pelatihan dan Motivasi Terhadap Perilaku Produktif Karyawan pada Divisi Long Distance PT Telkom Indonesia, Tbk', *Jurnal Kajian Ekonomi dan Bisnis*, 4(1), pp. 1–16. Available at: <http://repository.widyatama.ac.id/xmlui/handle/123456789/1628>.