Research Article

Siti Aisyah Siregar[1]*, Kiki Farida Ferine[2]

# The Influence of an Active Records Storage System and Motivation on Employee Performance with Competence as an Intervening Variable in Training Centers Medan Religion

*Corresponding Author: **Siti Aisyah Siregar:** Universitas Pembangunan Panca Budi, Indonesia; sitiaisyah.siregar@gmail.com
**Kiki Farida Ferine:** Universitas Pembangunan Panca Budi, Indonesia; kikifarida@dosen.pancabudi.ac.id

**Abstract:** *The purpose of this study was to determine the effect of an active archive storage system and motivation on employee performance with competence as an intervening variable with an associative quantitative research type. This research was conducted at the Medan Religious Education and Training Center. The way to distribute questionnaires and the data source used is the primary data source. This research model uses an analysis tool and the measuring tool uses Smart PLS version 3.3.3. the results of this study are. Competence has no significant positive effect on employee performance. Motivation has no significant positive effect on employee performance. Motivation has no significant positive effect on competence. Active Archive Storage System has a positive and significant effect on Employee Performance. Active Archive Storage System has no significant positive effect on Competence. Motivation has no significant positive effect on Employee Performance through Competency of Active Archive Storage System has no significant positive effect on Employee Performance through Competence.*

**Keywords***: Active Archive Storage System, Motivation, Competence, Employee Performance.*

## Introduction

The role of human resources (HR) in an organization is very dominant, because it is the most important driving force in an organization. Thus, serious attention to HR management is one of the absolutely necessary determining factors for organizational success. Views on HR can not only be seen individually, but also as a group within the organization. This is because human attitudes and behavior have different traits and characteristics, both individually and between groups within organizational units. Today's very rapid development of science and technology has a big influence on progress in the government and private sectors. They compete to increase professionalism. To manage management, accurate, precise and fast information is needed. One piece of information that is very important for the private sector or government is the recording of the activity itself. These records are contained in archives, these archives are needed to assist services or internal information needs.

As is known, storing and rediscovering archives quickly and accurately is the goal of archival management. Storing archives in their place regularly does not guarantee that the archives can be found easily. The recovery of archives is closely related to the arrangement or storage system used, and depends on the dexterity of the archivist. In the interests of national accountability to future generations, it is necessary to preserve real, true and complete evidence regarding the national life of the Indonesian nation in general and the administration of the country in particular, both regarding the past, present and future. Saving these pieces of evidence is a problem that belongs to the field of archives in the broadest sense. Therefore, it is necessary to think about determining the choice of arrangement or storage system. Active Archives, namely archives that are still in continuous use, for the continuity of work within the processing unit environment of an agency/organization. Which is still needed and used more than 5-6 times a year and is still managed by the Processing Unit.

Motivation is a state in a person's personality that encourages individuals to carry out certain activities to achieve goals. The motivation that exists in a person is the driving force that creates a behavior to achieve the goal of self-satisfaction. Often people think that work motivation can be generated if they receive good and fair rewards, but the reality is that even though they have been given good rewards, their work is not optimal. Every human being certainly has a basic reason why someone is willing to do a certain type of activity or work, why one person works diligently, while another person is just normal. All of this has a basis and reasons that encourage someone to work like that, or in other words there must be a motivation.

Systematic superior quality personal development may be one of the strategies that must be implemented when an organization dreams of becoming the best. In relation to this, in recent years a new approach has emerged in managing human performance, which is called human resource competency. The development of increasingly broad competencies of human resource practitioners ensures that human resource management plays an important role in organizational success. Job standards or competency statements have been created for most positions as a basis for determining training and skills qualifications. Competencies describe the basic knowledge and performance standards required to successfully complete a job or hold a position. Performance in an organization is a benchmark for determining whether or not the organization is successful in achieving its stated goals.

The performance of an organization is largely determined by the quality of the performance of the employees who work in it. Employee performance can be said to be good if the employee can carry out the tasks assigned to him completely, because in general performance is assessed by what the employee has done and what work results have been achieved during work. There are many factors that influence performance, some of which are competency factors, employee loyalty factors, and job training factors implemented by the company. The phenomenon that occurs at the Medan Religious Education and Training Center is that the active archiving system is not organized so that data that is frequently used is still lost or not known, employees forget where they put it so that the performance of other employees is disrupted, with motivation for employees aiming to create good employees. and competent but motivation does not work well for employees. This error occurs because the employee lacks experience in storing and compiling files and grouping them correctly and does not have high competence in working.

## Literature Review

### Active Archive Storage System

Active Dynamic Archives Archives that are still used directly in completing an activity, so this active archive is also a working file. According to Sugiarto and Wahyono (2016): An archive storage system is a system used for document storage so that ease of storage work can be created and discovery of documents that have been stored can be done quickly when the documents are needed at any time." According to Muhidin and Winata (2016), archives in Dutch are known as archives, in English they are known as archives and in America they are known as records and achives. These terms have the meaning of written records that are kept

### Archive Function Indicator

As for the functions of archives, according to (Muhidin and Winata, 2016), several functions of archives are as a source of information that can be used for purposes, namely:

1. Supports the decision making process. In the decision-making process, leaders at any managerial level definitely need information. The availability of sufficient information, both in terms of quality and quantity, can support the achievement of decision making objectives.
2. Support the planning process. Planning is a process of activities to estimate future conditions that will be achieved. Efforts to achieve this will be carried out through a series of activities that have been determined in the planning. To make a plan, you need a lot of information to support achieving your goals. This information can be obtained from archives.
3. Supports supervision. In carrying out supervision, recorded information is needed about plans that have been prepared, things that have been prepared, things that have not been implemented. Everything is recorded in archive form.
4. As a means of proof. Court institutions will produce a lot of recorded information that can be reused by the court. All of this information is an archive that can be used in the evidentiary process.
5. As organizational memory. All organizational activities, whether in the form of transactions, internal activities, or output created by the organization can be recorded in archive form. This recorded information can be used by the organization in carrying out its activities in the future.
6. Can be used for public and economic interests. Political and economic activities will produce and require information. This variety of information was obtained from various sources and one of them came from archives.

## Motivation

According to Mangkunegara (2013), motivation is "a condition that moves employees to achieve organizational goals (work goals)." Meanwhile, according to David McChelland in Anwar Prabu Mangkunegara (2013), stated that motivation is "a condition that encourages a person to achieve maximum achievement, the condition in question consists of 3 (three) driving needs, namely: need for achievement (need for achievement), need for affiliation (the need for affiliation), and need for power (the need for power)."

## Motivational Indicator

Indicators of Work Motivation according to Mangkunegara (2013) are as follows:
1. Responsibility Has high personal responsibility for his work
2. Work Performance Doing something/work as well as possible
3. Opportunities for Advancement Desire to receive fair wages commensurate with work
4. Recognition of Performance The desire to earn higher wages than usual.
5. Challenging work Desire to learn to master one's work in one's field.

## Competence

The definition of competence according to Boulter et al. (in Rosidah, 2013), namely competency is the basic characteristic of a person that enables employees to produce superior performance in their work. Competency according to Mulyadi (2013) states that: "Competency shows the achievement and maintenance of a level of understanding and knowledge that allows a member to provide services with ease and ingenuity."

**Competency Indicators**

Competency indicators according to Mulyadi (2013):

1. Communication skills (oral, written, report writing and presentations)
2. Able to identify problems and ability to provide solutions
3. Follow the development of problems and follow the development of regulations.

**Employee Performance**

According to Fahmi (2017) "Performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements." According to Torang (2014) "Performance is the quantity or quality of the work of individuals or groups within an organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been established or that apply within the organization.

**Employee Performance Indicators**

According to Fahmi (2017), to achieve or assess performance, there are dimensions that become benchmarks, namely:

1. Quality, namely the level of errors, damage, accuracy.
2. Quantity, namely the number of jobs produced.
3. Use of time at work, namely the level of absenteeism, tardiness, effective working time/lost working hours.
4. Cooperate with other people at work.

# Method

The type of research that will be used is quantitative associative, namely research that aims to determine the relationship between two or more variables (Sugiyono, 2013). In this research, the exogenous variables are Archive Storage System (X1) and Motivation (X2). Meanwhile, the endogenous variable is Employee Performance (Y) and the Intervening Variable is Competency Results (Z).

This research was carried out at the Medan Religious Education and Training Center. This research was carried out from March 2023 to July 2023.

According to Sugiyono (2018), population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then the conclusion drawn is that the population used was 72 employees.

According to Sugiyono (2018), the sample is part of the number and characteristics of the population. If the population is large, and it is impossible for researchers to study everything in the population, for example due to limited funds, energy and time, then researchers can use samples taken from that population. However, in this research, because the population is relatively small, the sampling technique used is a saturated sampling technique, which involves all respondents to be the sample, meaning the sample that will be used is 72 employees.

**Data analysis technique**

The data analysis technique used in this research is a quantitative data analysis method. Data analysis in this research uses Structural Equation Modeling (SEM) based on Partial Least Square (PLS) using SmartPLS 3.3.3 software

## Measurement Model (Outer Model)

The procedure for testing the measurement model consists of a validity test and a reliability test.

1. *Validity test*

   The validity test is used to assess whether a questionnaire is valid or not. A questionnaire is said to be valid if the questionnaire questions are able to reveal something that is measured by the questionnaire. Validity testing is applied to all question items for each variable.

2. *Reliability Test*

   In general, reliability is defined as a series of tests to assess the reliability of statement items. Reliability testing is used to measure the consistency of measuring instruments in measuring a concept or measure the consistency of respondents in answering statement items in questionnaires or research instruments. To measure the level of reliability of research variables in PLS, you can use the alpha coefficient value or Cronbach's alpha and composite reliability). Cronbach's alpha value is recommended to be greater than 0.7 and composite reliability is also recommended to be greater than 0.7. (Sekaran, 2014)

## Structural Model (Inner Model)

This test was carried out to determine the relationship between exogenous and endogenous constructs which have been hypothesized in this research (Hair et al., 2017). To produce inner model test values, the steps in SmartPLS are carried out using the bootstrapping method. The structural model was evaluated using R-square for the dependent variable, Stone-Geisser Q-square test for predictive elevation and t test as well as the significance of the structural path parameter coefficients with the following explanation:

1. Coefficient of Determination / R Square (R2)

In assessing the model with PLS, start by looking at the R-square for each dependent latent variable. The interpretation is the same as the interpretation of regression. Changes in the R-square value can be used to assess the influence of certain independent latent variables on the dependent latent variable whether they have a substantive influence (Ghozali, 2012). The R2 value is generally between 0 and 1.

2. Predictive Relevance (Q2)

This test is used to measure how well the observation values are produced by the model and also the estimated parameters. If the Q2 value is greater than 0, it indicates the model has predictive relevance, which means it has good observation value, whereas if the value is less than 0, it indicates the model does not have predictive relevance (Ghozali, 2014).

3. t-Statistics

At this stage it is used for hypothesis testing, namely to determine the significance of the relationship between variables in the research using the bootstrapping method. In the full model, Structural Equation Modeling, apart from confirming the theory, also explains whether or not there is a relationship between latent variables (Ghozali, 2012). The hypothesis is said to be accepted if the statistical t value is greater than the t table. According to Latan and Ghozali (2012), the t table value criteria is 1.96 with a significance level of 5%

4. Path Coefficient

This test is used to determine the direction of the relationship between variables (positive/negative). If the value is 0 to 1, then the direction of the relationship between variables is declared positive.

Meanwhile, if the value is 0 to -1, then the direction of the relationship between the variables is declared negative.

5. Fit Model

This test is used to determine the level of suitability (fit) of the research model with the ideal model for this research, by looking at the NFI value in the program. If the value is closer to 1, the better (good fit).

## Results and Discussion

**Outer Model Analysis**

Measurement model testing (outer model) is used to determine the specifications of the relationship between latent variables and manifest variables. This test includes convergent validity, discriminant validity and reliability.

**1. Convergent Validity**

This test is seen from the loading factor, the limit value is 0.7, and the limit value for Average Variance Extracted (AVE) is 0.5, if above this value it is said to be valid. This means that the value for the indicator is said to be valid, if the indicator explains the construct variable with a value > 0.7. The structural model in this research is shown in the following figure:
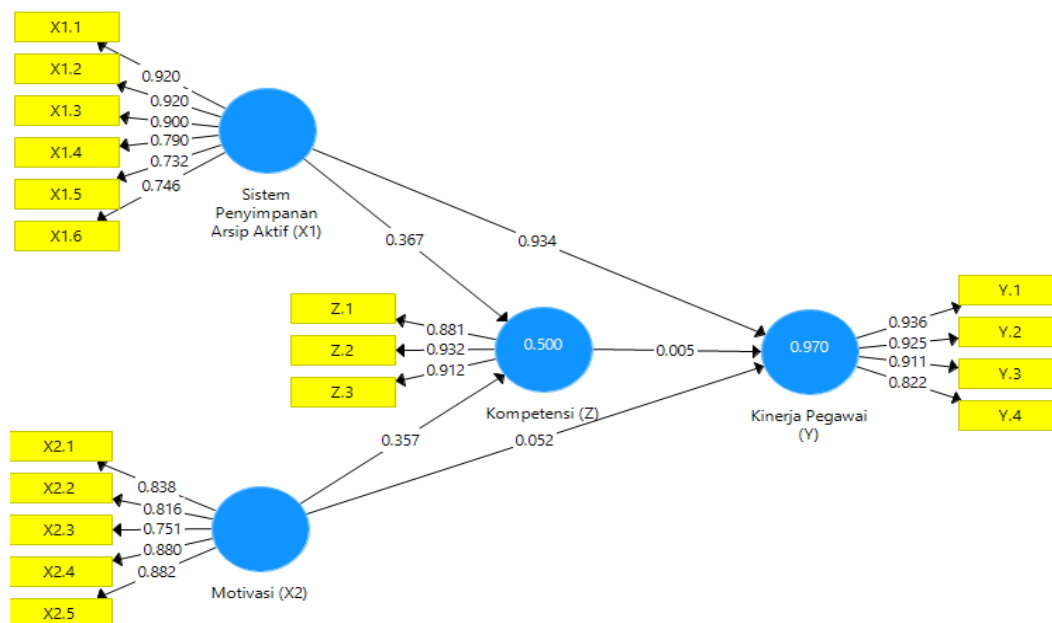


Figure 1. Outer Model
Source: Smart PLS 3.3.3

The Smart PLS output for loading factors gives the results in the following table: Outer Loadings In this study there is an equation and the equation consists of two substructures for substructure 1:

$Z = b1X1 + b2X2 + e1$

$Z = 0.367X1 + 0.357X2 + e1$

For substructure 2:

$Y = b3X1 + b4X2 + b5Z + e2$

$Y = 0.934 X1 + 0.052 X2 + 0.005Z + e2$

**Table 1. Outer Loadings**

| | Employee Performance (Y) | Competency (Z) | Motivation (X2) | Active Archive Storage System (X1) |
|---|---|---|---|---|
| X1.1 | | | | **0.920** |
| X1.2 | | | | **0.920** |
| X1.3 | | | | **0.900** |
| X1.4 | | | | **0.790** |
| X1.5 | | | | **0.732** |
| X1.6 | | | | **0.746** |
| X2.1 | | | 0.838 | |
| X2.2 | | | 0.816 | |
| X2.3 | | | 0.751 | |
| X2.4 | | | 0.880 | |
| X2.5 | | | 0.882 | |
| Y.1 | 0.936 | | | |
| Y.2 | 0.925 | | | |
| Y.3 | 0.911 | | | |
| Y.4 | 0.822 | | | |
| Z.1 | | 0.881 | | |
| Z.2 | | 0.932 | | |
| Z.3 | | 0.912 | | |

Source: Smart PLS 3.3.3

In table 1 above, there is a value for each variable which states that the indicator for each variable is higher than 0.7, which means that each indicator item has a value higher than 0.7 so that the data is declared valid and can continue with further research.

## 2. Discriminate Validity

Further research will determine valid data using Discriminate Validity, aiming to find out whether the cross loading value is greater than other latent variables so as to determine the results of indicators that are highly correlated with the construct. The following table shows the cross loading results from validity testing as follows:

**Table 2. Discriminant Validity**

| | Employee Performance (Y) | Competency (Z) | Motivation (X2) | Active Archive Storage System (X1) |
|---|---|---|---|---|
| X1.1 | 0.922 | 0.692 | 0.889 | **0.920** |
| X1.2 | 0.925 | 0.665 | 0.837 | 0.920 |
| X1.3 | 0.905 | 0.578 | 0.802 | 0.900 |
| X1.4 | 0.826 | 0.500 | 0.696 | 0.790 |
| X1.5 | 0.656 | 0.465 | 0.663 | 0.732 |
| X1.6 | 0.671 | 0.545 | 0.648 | 0.746 |

| | | | | |
|---|---|---|---|---|
| X2.1 | 0.746 | 0.623 | 0.838 | 0.784 |
| X2.2 | 0.741 | 0.498 | 0.816 | 0.764 |
| X2.3 | 0.699 | 0.495 | 0.751 | 0.711 |
| X2.4 | 0.801 | 0.625 | 0.880 | 0.772 |
| X2.5 | 0.782 | 0.626 | **0.882** | 0.761 |
| Y.1 | **0.936** | 0.710 | 0.909 | 0.920 |
| Y.2 | 0.925 | 0.665 | 0.837 | 0.920 |
| Y.3 | 0.911 | 0.595 | 0.797 | 0.903 |
| Y.4 | 0.822 | 0.482 | 0.698 | 0.793 |
| Z.1 | 0.687 | 0.881 | 0.664 | 0.686 |
| Z.2 | 0.607 | **0.932** | 0.638 | 0.620 |
| Z.3 | 0.562 | 0.912 | 0.567 | 0.563 |

Source: Smart PLS 3.3.3

Based on table 2 above, there is a cross loading factor for the Employee Performance variable, there is a cross loading factor value that is greater than the cross loading factor of other latent variables. For the cross loading factor of the Competency variable, there is a cross loading factor value that is greater than the cross loading factor of other latent variables. For the cross loading factor for the Motivation variable, there is a cross loading factor value that is greater than the cross loading factor for other latent variables. For the cross loading factor of the Active Archive Storage System variable, there is a cross loading factor value that is greater than the cross loading of the latent variable. This means that the data is considered discriminantly valid.

## 3. Composite reliability

In composite reliability research to look at each variable with its reliability value and if the variable value is greater than 0.60 then the research is considered reliable and if it is below 0.60 and 0.7 then it is not reliable. There are several blocks to determine whether the research is reliable or not and valid or not, including the Coranbach alpha value, composite reliability and AVE value can be seen in the table below:

**Table 3. Construct Reliability and Validity**

| | Cronbach's Alpha | Composite Reliability | Average Variance Extracted (AVE) |
|---|---|---|---|
| **Employee Performance (Y)** | 0.920 | 0.944 | 0.809 |
| **Competency (Z)** | 0.895 | 0.934 | 0.826 |
| **Motivation (X2)** | 0.890 | 0.920 | 0.697 |
| **Active Archive Storage System (X1)** | 0.913 | 0.934 | 0.703 |

Source: Smart PLS 3.3.3

In table 3 above, it can be seen in the Cronbach alpha column that the value for each variable is greater than 0.7, which means that the reliability data of the variable is reliable. The composite reliability column has a value greater than 0.6 so it can be explained that each variable is considered reliable because the data is greater than 0.6. You can see from the AVE column that each variable has a value greater than 0.7, which

means the data is valid in AVE terms. All variables from the Cronbach alpha column, reliability column and AVE column have values greater than 0.7 and 0.6 so they are considered reliable and valid.

**Inner Model Analysis**

Evaluation of the structural model (inner model) is carried out to ensure that the basic model created is strong and correct. The inspection stages carried out in the primary model assessment can be seen from several markers, namely:

**1. Coefficient of Determination (R2)**

Based on data processing that has been carried out using the SmartPLS 3.0 program, the R Square value is obtained as follows:

**Table 4. R Square Results**

|  | R Square | Adjusted R Square |
|---|---|---|
| **Employee Performance (Y)** | 0.970 | 0.969 |
| **Competency (Z)** | 0.500 | 0.485 |

Source: Smart PLS 3.3.3

Based on table 4 above, there is an R square value for the Employee Performance variable, there is an R square value of 0.970 and if the R square percentage for Employee Performance is 97.0%, this means that the influence of the variables Active Records Storage System, Motivation and Competence on Employee Performance is 97.0% and the remaining 03.0% is in other variables. For the R square value of Competency, it is 0.500 and if the R square value is 50.0%, it means that the influence of the variables Active Archive Storage System, Motivation on Employee Performance is 50.0% and the remaining 50.0% is in other variables.

**2. Goodness of Fit (GoF) Assessment**

The goodness of fit model test can be seen from the NFI value ≥ 0.697 which is declared fit. Based on data processing that has been carried out using the SmartPLS 3.3 program, the Model Fit values are obtained as follows:

**Table 5. Model Fit**

|  | Saturated Model | Estimation Model |
|---|---|---|
| **SRMR** | 0.078 | 0.078 |
| **d_ULS** | 1,047 | 1,047 |
| **d_G** | 1,911 | 1,911 |
| **Chi-Square** | 231,441 | 231,441 |
| **NFI** | 0.961 | 0.961 |

Source: Smart PLS 3.3.3

The Goodness of Fit test results of the PLS model in the table above show an NFI value of 0.961 and this value is greater than the value of 0.697 and the research in the fit model is considered to have fit data so it can be explained if this research is fit in testing.

## 3. Hypothesis Testing

After assessing the inner model, the next thing is to assess the connection between the idle builds as suspected in this review. Speculation testing in this review was carried out by looking at T-Statistics and P-Values. Speculation was announced admitting whether T-Insights values > 1.96 and P-Values < 0.05. Next are the consequences of the direct impact Path Coefficient:

**Table 6. Path Coefficients (Direct Influence)**

|  | Original Sample (O) | T Statistics (\| O/STDEV \|) | P Values | Results |
|---|---|---|---|---|
| **Competency (Z) -> Employee Performance (Y)** | 0.005 | 0.175 | **0.861** | **Rejected** |
| **Motivation (X2) -> Employee Performance (Y)** | 0.052 | 0.963 | **0.336** | **Rejected** |
| **Motivation (X2) -> Competence (Z)** | 0.357 | 1,814 | **0.070** | **Rejected** |
| **Active Archive Storage System (X1) -> Employee Performance (Y)** | 0.934 | 19,006 | **0,000** | **Accepted** |
| **Active Archive Storage System (X1) -> Competency (Z)** | 0.367 | 1,789 | **0.074** | **Rejected** |

Source: Smart PLS 3.3.3

The results from table 6 above show the results of 5 hypotheses which will be explained as follows: Competence has a positive and insignificant effect on Employee Performance, meaning that the original sample value is 0.005 and the P value is 0.861, meaning that competence is possessed by each individual according to their work experience and knowledge as well as their nature in Many employees are still incompetent in carrying out their work and performance due to other factors that make them that way. Motivation has an insignificant positive effect on employee performance with an original sample value of 0.052 and a P value of 0.336, meaning that motivation will not always increase employee performance and will not also reduce performance because if the motivation given is not affected by the feelings of those who hear it, then the motivation has no effect. Motivation has an insignificant positive effect on competence with a value of 0.357 and a P value of 0.070, meaning that any motivation given will not increase each individual's competence and will not reduce the individual's competence, meaning that motivation will not increase competence but only increase work morale. The Active Archive Storage System has a positive and significant effect on Employee Performance with an original sample value of 0.934 and a P value of 0.000, meaning that if the Active Archive Storage System increases, performance will increase if the archives are arranged well and the system is good, performance will improve too. The Active Archive Storage System has a positive and insignificant effect on Competency with an original sample value of 0.367 and a P value of 0.074, meaning that competency will follow what is given by superiors with competency being able to learn the archive storage system without having to be confused about the competency of arranging archives that are easy for employees to use. other.

**Table 7. Path Coefficients (Indirect Influence)**

|  | Original Sample (O) | T Statistics (| O/STDEV |) | P Values | Results |
|---|---|---|---|---|
| **Motivation (X2) -> Competency (Z) -> Employee Performance (Y)** | 0.002 | 0.152 | **0.879** | **Rejected** |
| **Active Archive Storage System (X1) -> Competency (Z) -> Employee Performance (Y)** | 0.002 | 0.143 | **0.886** | **Rejected** |

Source: Smart PLS 3.3.3

There is an indirect influence in the table above, there is a value that is not significant, meaning that Competence is not an intervening variable but rather an independent or dependent variable because competence is not able to influence the variables of Active Asset Storage System and Motivation on Employee Performance indirectly and significantly. The explanation is as follows: Motivation has a positive effect. not significant on Employee Performance through Competency with the original sample value of 0.002 and P value 0.879, meaning competency is not an intervening variable. The Active Archive Storage System has a positive and insignificant effect on Employee Performance through Competency 0.886, meaning Competency is not an intervening variable.

# Closing

**Conclusion**

Based on the results of the hypothesis, the researcher made conclusions about his research as follows:
1. Competency has an insignificant positive effect on employee performance at the Medan Religious Education and Training Center
2. Motivation has an insignificant positive effect on employee performance at the Medan Religious Training Center
3. Motivation has an insignificant positive effect on Competence at the Medan Religious Training Center
4. The Active Archive Storage System has a positive and significant effect on employee performance at the Medan Religious Training Center
5. The Active Archive Storage System has a positive and insignificant effect on Competency at the Medan Religious Training Center
6. Motivation has an insignificant positive effect on employee performance through competency at the Medan Religious Training Center
7. The Active Archive Storage System has a positive and insignificant effect on Employee Performance through Competency at the Medan Religious Education and Training Center

**Suggestion**

1. Organizations must place a safe and orderly records storage system so that employees can easily find the records they need.
2. Organizations must provide motivation to employees who provide motivation who are influential and have been successful as motivation.
3. Organizations must know the competencies of each employee to plan organizational success.

4. Employees must be required to improve performance for organizational needs and organizational success.

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