THE EFFECT OF ORGANIZATIONAL CULTURE, WORK ENVIRONMENT, AND ORGANIZATIONAL COMMITMENT ON STAFF PERFORMANCE AND THEIR IMPLICATIONS ON THE PERFORMANCE OF ACEH HUMAN RESOURCES DEVELOPMENT AGENCY

*Chike Ayu, Mukhlis Yunus and Teuku Roli Ilhamsyah Putra
Management Department, Universitas Syiah Kuala

ABSTRACT
This research aims to test the organizational culture, work environment, and organizational commitment effect on staff performance and its implications for the performance of the Aceh Human Resources Development Agency (BPSDM Aceh). This study used a sample of 162 employees of the BPSDM Aceh. The sample was taken using a saturated sample or total sampling technique which is also called the census method. Data were analyzed through the SEM-AMOS. The results conclude that Culture contributes positively to the staff Performance, Environment contributes positively to the staff Performance, Commitment contributes positively to the staff Performance, Culture contributes positively to the BPSDM Aceh Performance, Environment contributes positively to the BPSDM Aceh Performance, Commitment contributes positively to the BPSDM Aceh Performance, Staf Performance contributes to the BPSDM Aceh Performance, Staff performance partially mediates the contribution of Culture to the BPSDM Aceh Performance, Staff performance partially mediates the contribution of Environment to the BPSDM Aceh Performance, and Staff performance partially mediates the contribution of Commitment to the BPSDM Aceh Performance. These findings prove that the organizational performance improvement model at BPSDM Aceh is a function of adjusting the culture and environment, strengthening commitment, and increasing staff performance in it.

Keyword: Organizational Culture, Work Environment, Organizational Commitment, Staff performance, Organizational Performance.

1. INTRODUCTION
In supporting the implementation of development in Aceh Province, good government is a requirement for all local governments in achieving and realizing the community's desire to achieve a common goal in developing the region. To be a good public organization, it is necessary for members of the organization who have good performance to realize the goals of the organization. Aceh Human Resources Development Agency (BPSDM) Aceh is an institution established based on Aceh Qanun Number 13 of 2016. Previously BPSDM was an institution incorporated with the Personnel, Education, and Training Agency (BKPP). The issuance of the Aceh Qanun Number 13 of 2016, mandates the formation of two institutions with the nomenclature of the BPSDM Aceh and the Aceh Personnel Agency (BKA). The BPSDM Aceh has the task of carrying out the development of human resources and apparatus in the field of administering government affairs which are the authority of the provincial and district/city governments following the provisions of

the legislation. Every organization always wants to have employees who perform well, because good performance can certainly have an impact on the overall performance of the organization. Performance is an embodiment carried out by individuals which are usually used as a basis for assessing individuals or organizations. (Yeremias, 1995) and (Steers, 2013) state the notion of organizational performance is the degree to which the actual implementation of tasks can be carried out and the organization's mission is achieved.

To see an initial picture of Culture, Environment, Commitment, Staff performance, and BPSDM Aceh performance, a random preliminary study was conducted on thirty employees. Based on the initial survey related to respondents' perceptions of the organizational performance of the BPSDM Aceh, the data shows that the average value is 3.73 and is in a good category, which means the organizational performance of the BPSDM Aceh is good, although the score is not so high. This is described by the low value of the response on the indicators of the ability of employees to meet the expected inputs and outputs of the BPSDM Aceh and the implementation of BPSDM Aceh activities carried out following administrative principles. Based on the observations made by the researchers to find out more about the reasons for not realizing the fulfillment of inputs and outputs expected by the BPSDM Aceh and the implementation of agency activities carried out following administrative principles. Several things in the implementation of management functions, such as the planning process, must be considered, especially regarding the delay in the completion of various reports which often do not match the stipulated time or usually have to be done over time to pursue the completion target. These two things also state that the operational activities of the BPSDM Aceh are not running efficiently and effectively. In achieving the targets expected by each organization, the performance given by employees is expected to be maximal in its achievement. This has become the hope of every organization.

Based on the initial survey related to respondents' perceptions of the performance of BPSDM Aceh employees, It's just that three indicators still need to be accelerated, namely the level of good cooperation, harmonious communication between employees, and development of the ability to work and help co-workers in every difficulty they face. Based on the observations the researchers made to find out more about the reasons for these indicators not being realized. Judging from the indicators of not realizing a good level of cooperation, it is caused by the high work intensity causing a lack of cooperation that is formed. Each employee is busy with his work routine that never ends due to the high level of difficulty and demands for completion that require timely completion.

Performance appraisal at BPSDM Aceh uses work behavior assessment and work planning assessment or called Employee Work Targets (SKP). From the results of the assessment, the scores were grouped by the predicate, namely: very good (≥91), good (76-90), adequate (61-75), poor (51-60), and poor (≤50). The percentage of work quality assessment results is not following what is expected, namely getting a very good predicate (≥91) even in 2020 there is a decrease in the level of staff performance to position 82.57. This still requires improvement in the performance of employees expected by the BPSDM Aceh

Based on the initial survey related to respondents' perceptions of organizational culture that took place at the BPSDM Aceh. The data shows that the average score is 3.69 which is in the good category, which means they are always team-oriented, very attentive to detail at work, and likes to innovate and dare to take risks. Based on the observations that the researchers made to dig deeper

into the organizational culture that took place at the BPSDM Aceh in terms of not realizing the team orientation at work, it was caused by the large number of jobs that had to be completed with a very limited duration of completion so that each employee only focused on achieving work. per individual. Furthermore, the details of the work results are not the main target of the employees, the majority think that just completing it without good quality work is enough to be achieved. Finally, because the majority of employees do not rely on work details, innovation and the courage to take risks are reluctant to do so.

(Rahmawanti, Swasto, & Prasetya, 2014) concluded that the physical work environment and non-physical work environment significantly affect staff performance. (Permatasari, 2021) strengthens previous studies which conclude that the work environment positively and significantly affects staff performance mediated by employee job satisfaction. Judging from the initial description of the work environment, it was found that most of the employees were still not present on time and had not prioritized the percentage of attendance. This is reinforced by data on the average attendance of BPSDM Aceh employees when combined for a period of one year from January to December 2019. There are still employees who arrive not on time. This is clearly in direct contact with the lack of harmony in the working environment and performance achievements that lead to the performance of the BPSDM Aceh.

Based on the results of the initial survey related to respondents' perceptions of the work environment. The data shows that the average value is 3.65 and is in a good category, which reveals the work environment for BPSDM Aceh employees is good but the agency still has to improve several indicators in the form of providing various facilities that support employees to complete tasks. job duties and a clean and pleasant work environment. Based on observations made by researchers to answer several problems regarding the work environment at BPSDM Aceh, it was found that there are still parts of this agency whose work facilities are not supportive, such as incomplete and no rejuvenation of various communication tools and technologies that support performance. Furthermore, the lack of awareness of a clean office environment and lack of janitors causes the work environment to often be in an unsanitary state and slightly disturbs the view.

Percentage of BPSDM Aceh contract employees who left their jobs from 2019-2021. During these three years, it can be seen that in 2019 it came out as much as 5.99%, in 2018 it was 5.20% and in 2020 it was 6.74%. This shows that the commitment of contract employees experienced fluctuating employee turnover in that year. The turnover of employees at BPSDM Aceh is a reflection of the lack of commitment of contract employees to the institution. Based on the results of the initial survey related to respondents' perceptions of the organizational commitment of BPSDM Aceh employees. The data shows that the average score is 3.63 and is in a good category, which figures that the organizational commitment of BPSDM Aceh is good. It's just that several indicators still need to be improved, namely feeling part of the agency and every company problem is an employee problem as well. Based on observations made to find out more about the existence of problems in the realization of organizational commitment in the BPSDM Aceh environment, it was found that the employees did not feel that they had a unified whole with the institution where they worked. BPSDM Aceh is considered only as a place to work without equipping it as a place to fully serve to realize the various visions and missions of the agency.

2. LITERATURE

Organizational Performance

According to (Steers, 2013), the notion of organizational performance is the level that shows how far the actual implementation of tasks can be carried out and the organization's mission is achieved. Meanwhile, according to (Dwiyanto, 2012), organizational performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission, and vision of the organization contained in the strategic planning of an organization. The definition of organizational performance according to Swanson in (Yeremias, 1995) is "organizational performance questions whether the goals or mission of an organization are following the reality of existing economic, political, and cultural conditions or factors; whether the structure and policies support the desired performance; whether it has the leadership, capital, and infrastructure to achieve its mission; whether the policies, culture, and incentive system support the achievement of desired performance; and whether the organization creates and maintains selection and training policies, and resources. (Salusu, Nusantara, & Selvia, 2015) states that six conditions can affect organizational performance, namely: Organizational capabilities, Staff performance, Commitment, Job satisfaction, Organizational culture, and External environment. Organizational performance indicators according to (Dwiyanto, 2012) are Productivity, Service Quality, Responsiveness, Responsibility, and Accountability. In this study, organizational performance will often be referred to as "BPSDM Aceh performance" for the subject performance under study, according to the name of the institution of the subject.

Staff performance

Performance is work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time (Permenpan-RB No. 37, 2017). Meanwhile, (Bernardin & Russell, 2013) said that performance is a function of motivation and ability. (Landy & Conte, 2019), provide a view of staff performance that performance refers to the level of achievement of the tasks that make up an employee's job. Performance is the result of work in quality and quantity achieved by an employee in carrying out tasks according to the responsibilities given to the employee (Gilmore & Williams, 2013). Several factors affect staff performance according to (Prawirosentono, 2014), namely: Effectiveness and efficiency, Work environment, Authority (Authority), Discipline, Initiative, Organizational culture, and Commitment. There are several indicators used in the ASN Position Competency Standards, including Technical Competencies, Managerial Competencies, Social Cultural Competencies, and job requirements. According to MENPAN RB Regulation No. 38 of 2017, staff performance indicators are Integrity, Cooperation, Communication, Result orientation, Public service, Development of self and others, Change management, and Decision-making

Organizational Culture

According to (Fachreza, Musnadi, & Shabri, 2018), organizational culture is a culture that prioritizes cohesiveness in its work, always gives high bonuses rather than sanctions, and is full of strength, and individual development. (Altay, Gunasekaran, Dubey, & Childe, 2018) and (Robbins & Judge, 2017) expressed their opinion about organizational culture as a method used by every

member of the organization to distinguish one organization from another. According to him, organizational culture has several indicators such as likes to innovate and the courage to take risks; attention to detail; always results-oriented, people, and groups. In this study, organizational culture will often be referred to as "culture" only. According to (Robbins & Judge, 2017), there are several indicators of organizational culture such as:

1. Able to innovate and dare to take every risk that exists

So that the organization appreciates every action in taking risks and can provide positive ideas to the organization by employees. encourage employees to be innovative and take risks and how organizations value employee risk-taking and generate employee ideas.

2. Need to pay attention to every detail

The need for employees who are full of accuracy in their work to have the soul to analyze and always pay attention to more complicated things.

3. Always oriented towards the results to be achieved

An organization always uses planned management in paying attention to a problem to achieve maximum results if it is equated with attention to skill and process in achieving perfect results.

4. Always human-oriented

An organizational management plan in assessing an effect obtained from the achievements of a group of people in an organization.

5. Always group-oriented

A method used to prioritize teamwork over individual cooperation.

6. Courage/aggressiveness

How someone in the organization can be more motivated to help work on time and compete fairly for the success of a good organizational culture.

7. Ongoing stability in the organization

Stability is an organizational activity to emphasize a clearer status quo for organizational development

Work Environment

According to (Zainal, Ramly, Mutis, & Arafah, 2015), the work environment is an organizational element as a social system that has a strong influence on the formation of individual behavior in the organization and affects organizational performance. According to (Taiwo, 2010), the definition of the work environment is the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups. According to (Casson, 2015), the work environment is something from a work environment that makes or complicates work. Pleasing or difficult for them, including the factors of lighting, air temperature, ventilation, chairs, and desks. In this study, the work environment will often be referred to as simply "environment". The indicators used to measure the work environment according to (Hanaysha, 2016) are as follows:

1. Supporting facilities to perform work tasks

Facilities are, of course, a driving force for employees to carry out their activities. Supporting office facilities also improve staff performance because they are very helpful in all forms of work that are their responsibility.

2. Clean and pleasant work environment

A clean and pleasant work environment provides an ideal atmosphere for employees. With a clean and pleasant work environment, the office becomes a comfortable place to work and is very helpful for employees in carrying out their duties.

3. Be in a safe and peaceful state

Safe and secure makes employees more awake and focused on their work. Safe can be interpreted further with the certainty of employees in working in the form of status given by the company. Peace is more broadly defined by the company's various concerns for employees, not only related to income but also the attention of leaders to all employees.

4. No noisy work environment

The boisterous atmosphere in the office also includes the comfort of the employees at work. A quiet work environment also creates a conducive atmosphere that helps employees to work more optimally.

Organizational Commitment

Based on the theory proposed by (Robbins & Judge, 2017), organizational commitment is characterized by high involvement in work and high alignment with organizations that recruit someone to work or join. Organizational commitment is a strong desire to remain a member of a particular organization, or a desire to strive according to the wishes of the organization so that it is still in the organization (Tamalero, Swasto, & Hamid, 2012). Thus, people who are committed will not leave the company due to job offers in other, more promising companies. In addition, he will support the company's strategy and goals and make the company an important part of his life. In this study, organizational commitment will often be referred to as "commitment". According to Mahalingam & Suresh (2018), indicators of organizational commitment are divided into 5, namely:

1. Belief in and acceptance of the goals and values of the organization,
2. Willingness to use genuine effort for the benefit of the organization,
3. Desire to maintain membership in the organization.
4. Contribute to every activity organized by the organization.
5. Feel like you belong to the organization you work for

Research Hypothesis

This study formulates the hypotheses to be tested as follows.

H1 : Culture contributes to the staff Performance,

H2 : Environment contributes to the staff Performance,

H3 : Commitment contributes to the staff Performance

H4 : Culture contributes to the BPSDM Aceh Performance,

H5 : Environment contributes to the BPSDM Aceh Performance, and

H6 : Commitment contributes to the BPSDM Aceh Performance.

H7 : Staf Performance contributes to the BPSDM Aceh Performance

H8 : Staff performance mediates the contribution of Culture to the BPSDM Aceh Performance

H9 : Staff performance mediates the contribution of the Environment to the BPSDM Aceh Performance

H10 : Staff performance mediates the contribution of Commitment to the BPSDM Aceh Performance

3. METHOD

This study used a sample of 162 employees of the BPSDM Aceh. The sample was taken using a total sampling technique which is also called the census method. Given the relatively small population, all population members were used as respondents. (Hair, Hult, Ringle, & Sarstedt, 2016) stated that the relevant minimum sample ranged from 100-200. The total population members in this study were 162 people or ranging from 100-200 so the whole was sampled. The data collected includes primary data and secondary data. Data were analyzed through Structural Equation Modeling (SEM) through AMOS software. Furthermore, before testing the structural model, confirmatory factor analysis (CFA) was used to confirm the measurement model (Hair et al., 2016).

4. RESULTS

After all assumptions in CFA were met, then the hypothesis testing was carried out based on the value of the Critical Ratio (CR) below.

Table 1. Standardized Regression Weight Structural Equation Model

Endogenous Variable		Exogenous Variable	Estimate		SE	CR	P
			Standardized	Unstandardized			
Performance_Staff	<---	Culture	,332	,295	,103	2,600	,009
Performance_ Staff	<---	Environment	,371	,328	,106	2,610	,009
Performance_ Staff	<---	Commitment	,312	,303	,101	2,725	,006
Performance_Organization	<---	Culture	,350	,332	,125	2,657	,008
Performance_Organization	<---	Environment	,392	,297	,134	2,475	0.014
Performance_Organization	<---	Commitment	,382	,334	,126	2,324	0.020
Performance_Organization	<---	Performance_Staff	,503	,510	,072	3,456	***

The results in Table 1 formulate the statistical equations below.
Staff performance = 0.332 Culture + 0.371 Environment + 0.312 Commitment
Organizational Performance = 0.350 Culture + 0.162 Environment + 0.282 Commitment + 0.503 Staff performance

Culture on Staff performance (H1)

The result reveals that culture affects staff performance significantly. The effect is shown in CR 2.600 with p 0.009, and a magnitude of 0.332 or 33.2%. This explains that a better culture contributes to improving staff performance. (Koesmono, 2007) conducted a study that concluded that the biggest influence is motivation on job satisfaction, the next order is culture on motivation and motivation on performance, culture on performance and culture on job satisfaction, and the last is job satisfaction on performance. (Cahyono, 2015) proved there is a positive and significant influence between the independent variables (culture, leadership, work motivation) and staff performance, both individually and collectively. (Masrukhin & Waridin, 2012) and (Chasanah,

2008) conducted a study that stated that empowerment did not affect job satisfaction and performance, while self-efficacy and culture affect job satisfaction and staff performance. (Arifudin, Brasit, & Parawansa, 2018) conducted a study that concluded that empowerment affects job satisfaction.

Environment on Staff performance (H2)
The result describes the environment affects staff performance significantly. The effect is shown in CR 2.610 with p 0.009, and a magnitude of 0.371 or 37.1%. This means the better the environment contributes to improving staff performance. According to (Lewa & Subowo, 2005) that the work environment is designed in such a way as to create a working relationship that binds work to the environment. (Rahmawanti, 2014) concluded the physical work environment and non-physical work environment significantly affect staff performance. A good work environment will affect staff performance. Similarly, the research of (Amusa, Iyoro, & Olabisi, 2013) and (Taiwo, 2010) who tested the work environment effect on staff performance also showed that the work environment proved to contribute positively to staff performance. (Kusumastuti, Kurniawati, Satria, & Wicaksono, 2019) strengthens previous studies which conclude that the work environment affects staff performance mediated by job satisfaction.

Commitment on Staff performance (H3)
The result figures that commitment affects staff performance significantly. The effect is shown in CR 2.725 with p 0.006, and a magnitude of 0.312 or 31.2%. This reveals the better commitment contributes to improving staff performance. (Fey & Denison, 1998) state a well-developed and orderly culture in the organization will affect increasing organizational commitment and staff performance. (Rashid, Sambasivan, & Johari, 2003) say there is a significant influence on organizational commitment to staff performance. (Cuong & Swierczek, 2008) state that culture, leadership, job satisfaction, and work commitment have a significant positive effect on staff performance. (Jandeska & Kraimer, 2005) reveals Culture has a significant positive effect on organizational commitment and job satisfaction,

Culture on BPSDM Aceh Performance (H4)
The result figures Culture affects BPSDM Aceh Performance significantly. The effect is shown in CR 2.657 with p 0.008, and a magnitude of 0.350 or 35%. This figures that the better the Culture will contribute positively to increasing BPSDM Aceh Performance. (Ramadhany, Asang, & Hasniati, 2022) show there is a very strong significant influence between culture on the performance of the South Sulawesi Provincial Health Office, and there is a significant influence between Organizational Citizenship Behavior (OCB) on the performance of the South Sulawesi Provincial Health Office. (Indah, Satrya, & Lestari, 2022) with their research show that culture and work motivation have a direct and significant influence on organizational performance. Furthermore, culture has a direct but not significant effect on staff performance. Culture and work motivation affect organizational performance with staff performance as a mediation. Staff performance influences organizational performance.

Environment on BPSDM Aceh Performance (H5)

The result shows the environment affects BPSDM Aceh Performance significantly. The effect is shown in CR 2.475 p 0.014, and a magnitude of 0.392 or 39.2%. This explains the better the environment contributes to improving BPSDM Aceh Performance. (Umboh, Iroth, & Dotulong, 2022) showed that work environment and workload positively impact institutional performance. (Sondek, Mamuaya, & Mentang, 2022) in their research show that the work environment and motivation contribute positively to organizational performance. Work Environment and Motivation contribute positively to staff performance. Staff performance contributes positively to organizational performance. Staff performance partially mediates the work environment and motivation effect on organizational performance. (Fanulene, Lengkong, & Dotulong, 2022) with their research show that Environment contributes positively to staff performance Staff performance partially mediates the Environment effect on the company performance.

Commitment on BPSDM Aceh Performance (H6)

The result explains that Commitment affects BPSDM Aceh Performance significantly. The effect is shown in CR 2,324 with p 0.020, and a magnitude of 0.382 or 38.2%. This figures the better the Commitment contributes to increasing BPSDM Aceh Performance. (Adil, Sendow, & Lumintang, 2018) in their research show that organizational commitment, work discipline, and non-financial compensation simultaneously and partially contribute positively to organizational performance. This means that the higher the organizational commitment, work discipline, and non-financial compensation, the better and improve the performance of the Manpower and Transmigration Office of North Sulawesi. So the agency should pay attention to what the job responsibilities of each employee are to support the achievement of good performance, related to organizational commitment, work discipline, and non-financial compensation. (Manery, Kurniawan., & Kharis, 2018) in their research show that commitment and culture contribute positively to the performance of the BKDPSDA of North Halmahera Regency. (Sitio, 2021) in his research shows that there is an influence of organizational commitment and culture on OCB, and Organizational commitment and culture affect organizational performance.

Staff performance on BPSDM Aceh Performance (H7)

The result reveals staff performance affects BPSDM Aceh Performance significantly. The effect is shown in CR 3,456 with p 0.000 and a magnitude of 0.503 or 50.3%. This explains the better the staff performance contributes to increasing BPSDM Aceh Performance. (Agusniwar, Azis, & Darsono, 2017) concluded that there is a causal relationship between task complexity and locus of control, task complexity and locus of control affect the performance, task complexity and locus of control affect the organizational performance, staff performance affects the organizational performance, and task complexity and locus of control through staff performance affect the organizational performance. (Julianry, Syarief, & Affandi, 2017) concluded training has a significant positive effect on staff performance but has a negative effect on organizational performance. The motivation variable has a negative effect on staff performance but affects organizational performance, while the training variable affects motivation and staff performance also affects overall organizational performance.

Culture on BPSDM Aceh Performance Through Staff performance (H8)

From the Sobel test, it was found that the z value was 2.65 > 1.96. This result explains there is a direct influence of culture on BPSDM Aceh Performance which is mediated by staff performance partially (partially mediation). This figures that the independent variable in testing using this Sobel test, namely culture can significantly influence the dependent variable, namely BPSDM Aceh Performance through a mediator variable, namely staff performance. Culture can affect Organizational Performance. Empirically (Piantara, Hersona, Martini, & Suyaman, 2021) and (Ramadhany et al., 2022), and (Indah et al., 2022) continued on previous research by showing that culture and work motivation have a direct and significant influence on organizational performance. Furthermore, culture has a direct but not significant effect on staff performance. Culture and work motivation affect organizational performance with staff performance as a mediation. Staff performance has an influence on organizational performance. Furthermore, research that states the relationship between staff performance and organizational performance can be reviewed in (Agusniwar et al., 2017) concluded that there is a causal relationship between task complexity and locus of control. Environment can affect Organizational Performance. (Umboh et al., 2022) and (Sondek et al., 2022). (Fanulene et al., 2022) continued the previous research by showing that Staff performance partially mediates the Environment, Leadership Style, and Work Experience contribution positively to performance.

Environment on BPSDM Aceh Performance Through Staff performance (H9)
From the Sobel test, it was found that the z value was 2.83 > 1.96. This result explains there is a direct influence of the environment on BPSDM Aceh Performance which is mediated by the employee's performance partially (partially mediation). This figures the independent variable in testing using this Sobel test, namely the environment can significantly influence the dependent variable, namely BPSDM Aceh Performance through a mediator variable, namely Staff performance. Environment can affect Organizational Performance. (Umboh et al., 2022) and (Sondek et al., 2022). (Fanulene et al., 2022) continued the previous research by showing that Staff performance partially mediates the Environment, Leadership Style and Work Experience contribution positively to performance. Furthermore, research that states the relationship between staff performance and organizational performance can be reviewed in (Julianry et al., 2017) concluded that training has a significant positive effect on staff performance but has a negative effect on organizational performance.

Commitment on BPSDM Aceh Performance Through Staff performance (H10)
From the results of the Sobel test, it was found that the z value was 2.76 > 1.96. This result explains that there is a direct influence of commitment to BPSDM Aceh Performance which is mediated by staff performance partially (partially mediation). This means the independent variable in testing using this Sobel test, namely commitment can significantly influence the dependent variable, namely BPSDM Aceh Performance through a mediator variable, namely Staff performance. A culture that develops well and regularly in the organization will affect increasing commitment and staff performance (Fey & Denison, 1998). A culture that is well-developed and orderly in the organization will affect increasing organizational commitment and staff performance. The significant influence of commitment on staff performance (Rashid et al., 2003). Culture, leadership, job satisfaction, and commitment have a significant positive effect on staff

performance (Cuong & Swierczek, 2008). Culture has a significant positive effect on organizational commitment and job satisfaction, besides that organizational commitment shows a positive and significant influence on staff performance (Jandeska & Kraimer, 2005)

5. CONCLUSION

The results conclude that Culture contributes positively to the staff Performance, Environment contributes positively to the staff Performance, Commitment contributes positively to the staff Performance, Culture contributes positively to the BPSDM Aceh Performance, Environment contributes positively to the BPSDM Aceh Performance, Commitment contributes positively to the BPSDM Aceh Performance, Staf Performance contributes to the BPSDM Aceh Performance, Staff performance partially mediates the contribution of Culture to the BPSDM Aceh Performance, Staff performance partially mediates the contribution of Environment to the BPSDM Aceh Performance, and Staff performance partially mediates the contribution of Commitment to the BPSDM Aceh Performance. This finding proves that the organizational performance improvement model at BPSDM Aceh is a function of adjusting the culture and environment, strengthening commitment, and increasing staff performance in it. This finding academically proves the model can be a premise. The novelty lies in the combination of previous models and a new research subject. Some of the facts that were found from the survey, mapped out the following recommendations.

1. Details in work show professionalism and quality in work activities. Employees must be accustomed to high standards to be used as a reference and ignore work that is just getting done. The steps that can be taken are in the form of planning that covers various aspects, scheduling the work of a job, setting completion targets, and evaluating the results of work achievements.
Orientation in a work team helps every job to be completed more quickly, measurably, and with quality, because it involves other employees in achieving a job. Innovation and being brave in taking risks is an obligation that must always be developed by employees to help accelerate completion, make the mood always motivated to give the best, and the emergence of high responsibility with the ability to take risks.
2. Work facilities are an obligation that must be supported by the BPSDM Aceh. The ability of agencies in providing facilities that support work today is becoming increasingly complex with demands on employees to be able to use them effectively and competitively.
The environment is certainly not only the duty of the janitor to maintain, but all individuals at the BPSDM Aceh. Ignoring cleanliness starting from simple things will lead to justification for every action done. Agencies need to conduct socialization to avoid various uncomfortable scenes in the BPSDM Aceh environment.
3. BPSDM Aceh needs to carry out various activities that aim to get closer to each other between colleagues and leaders. These things will create a better commitment from all members. These activities, such as scheduling family gatherings and outbound. This activity helped alleviate the high work intensity experienced by BPSDM Aceh employees every day.
4. Leaders should familiarize employees to maintain good cooperation so that all work can be completed optimally. Harmonious communication can be improved by various activities, such as

getting used to greeting each other, caring about the interests of co-workers, and not hesitating to ask for help and help in whatever form they have.

5. Quality work results should be a reference for every employee in achieving their work. Any work that has been done should be re-examined before it is considered to have been completely completed.

6. Administrative principles must be able to be upheld in their application in the office by prioritizing discipline in implementing them. These things can be realized, such as by focusing on achieving completion and quality of work, as well as obeying various rules at work

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