

## ABSTRAK

**NATASYAH.** Pengaruh *Digital Leadership* dan Kompetensi Digital melalui *Employee Resilience* terhadap Kinerja Pegawai pada Kantor Kementerian Agama Kabupaten Mamuju, Dibimbing oleh Ahmad AC dan M. Yusuf Alian Rendra Anggoro KR.

Penelitian ini bertujuan untuk menganalisis apakah Digital Leadership dan Kompetensi Digital melalui Employee Resilience terhadap Kinerja Pegawai pada Kantor Kementerian Agama Kabupaten Mamuju. Berjenis kuantitatif dengan metode pengumpulan data melalui kuesioner terhadap 220 pegawai. Analisis data menggunakan *Structural Equation Model* dengan jenis *Partial Least Square* (SEM-PLS) dengan memanfaatkan software SmartPLS. Hasil penelitian menunjukkan bahwa seluruh hipotesis diterima dimana 1) *Digital leadership* berpengaruh positif dan signifikan terhadap *employee resilience* pada pegawai di Kantor Kementerian Agama Kabupaten Mamuju, 2) Kompetensi digital berpengaruh positif dan signifikan terhadap *employee resilience* pada pegawai di Kantor Kementerian Agama Kabupaten Mamuju, 3) *Digital leadership* berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kementerian Agama Kabupaten Mamuju, 4) Kompetensi digital berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kementerian Agama Kabupaten Mamuju, 5) *Employee resilience* berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Kementerian Agama Kabupaten Mamuju, 6) *Digital leadership* berpengaruh positif dan signifikan terhadap kinerja pegawai melalui *employee resilience* sebagai variabel *intervening* di Kantor Kementerian Agama Kabupaten Mamuju, 7) Kompetensi digital berpengaruh positif dan signifikan terhadap kinerja pegawai melalui *employee resilience* sebagai variabel *intervening* di Kantor Kementerian Agama Kabupaten Mamuju.

**Kata Kunci:** *Digital Leadership*, Kompetensi Digital, *Employee Resilience* dan Kinerja Pegawai

## ABSTRACT

**NATASYAH. 2025.** *The Influence of Digital Leadership and Digital Competence through Employee Resilience Performance at the Ministry of Religious Affairs Office, Mamuju Regency.* Supervised by Ahmad AC and Yusuf Alfian Rendra Anggoro KR.

This study aimed to analyze whether Digital Leadership and Digital Competence through Employee Resilience on Employee Performance at the Ministry of Religious Affairs Office, Mamuju Regency. Quantitative type with data collection method through questionnaires were 220 employees. Data analysis using Structural Equation Model with Partial Least Square (SEM-PLS) type by utilizing SmartPLS software. The results of the study indicated that all hypotheses are accepted where 1) Digital leadership obtained positive and significant influence on employee resilience in employees at the Office of the Ministry of Religious Affairs of Mamuju Regency, 2) Digital competence brought positive and significant influence on employee resilience in employees at the Office of the Ministry of Religious Affairs of Mamuju Regency, 3) Digital leadership had positive and significant influence on employee performance in the Office of the Ministry of Religious Affairs of Mamuju Regency, 4) Digital competence had positive and significant influence on employee performance in the Office of the Ministry of Religious Affairs of Mamuju Regency, 5) Employee resilience had positive and significant influence on employee performance in the Office of the Ministry of Religious Affairs of Mamuju Regency, 6) Digital leadership had positive and significant influence on employee performance through employee resilience as an intervening variable in the Office of the Ministry of Religious Affairs of Mamuju Regency, 7) Digital competence had positive and significant influence on employee performance through employee resilience as an intervening variable in the Office of the Ministry of Religious Affairs of Mamuju Regency.

**Keywords :** *Digital Leadership, Digital Competence, Employee Resilience and Employee Performance*

