

## ABSTRAK

Menghadap tantangan distrupsi teknologi dan distruksi minenial Bank Indonesia melakukan penguatan misi Bank Indonesia yang salah satunya mewujudkan bank sentral berbasis digital dalam kebijakan dan kelembagaan melalui penguatan organisasi, sumber daya manusia, tata kelola dan sistem informasi yang handal, serta peran internasional yang proaktif. Tujuan peneliti adalah untuk mengetahui pengaruh Kepemimpinan, Budaya Organisasi, dan Kompetensi Pegawai terhadap Transformasi Digital, dan melihat pengaruh Transformasi Digital terhadap Kinerja Pegawai, serta menjelaskan pengaruh Kepemimpinan, Budaya Organisasi, dan Kompetensi Pegawai terhadap Kinerja Pegawai melalui Transformasi Digital sebagai variabel *intervening*. Penelitian ini menggunakan metode kuantitatif dengan desain penelitian kausal. Populasi seluruh karyawan DPU Bank Indonesia dengan jumlah sample sebanyak 162 responden yang didapatkan dari rumus Slovin. Teknik pengambilan sample *non probability* dengan *purposive sampling*. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS). Hasil penelitian menunjukkan bahwa Kepemimpinan, Budaya Organisasi dan Kompetensi Pegawai berpengaruh terhadap Transformasi Digital. Transformasi Digital berpengaruh terhadap Kinerja Pegawai. Kepemimpinan, Budaya Organisasi dan Kompetensi Pegawai berpengaruh terhadap Kinerja Pegawai melalui Transformasi Digital sebagai variabel *intervening*.

**Kata kunci :** Transformasi Digital, Kepemimpinan, Budaya Organisasi, Kompetensi Pegawai, Kinerja Karyawan.

## **ABSTRACT**

*Facing the challenges of technological and millennial disruption of Bank Indonesia strengthens the mission of Bank Indonesia, one of which is realizing a digital-based central bank in policy and institutions through strengthening organizations, human resources, governance and reliable information systems, as well as a proactive international role. The researcher's goal in this study was to determine the influence of Leadership, Organizational Culture, and Employee Competence on Digital Transformation. To know and to explain the effect of Digital Transformation on Employee Performance. As well as to know and explain the influence of Leadership, Organizational Culture, and Employee Competence on Employee Performance through Digital Transformation as an intervening variable. This study uses a quantitative method with causal research design. The population of this research is all employees of DPU Bank Indonesia with a total sample of 162 respondents obtained from the Slovin formula. Non-probability sampling technique with purposive sampling. Data analysis method using Structural Equation Model-Partial Least Square. The results showed that Leadership, Organizational Culture and Employee Competence influence Digital Transformation. Digital transformation affects employee performance. Leadership, Organizational Culture and Employee Competence influence Employee Performance through Digital Transformation as an intervening variable.*

**Keywords:** *Digital Transformation, Leadership, Organizational Culture, Employee Competence, Employee Performance*

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