

ABSTRAK

Dalam rangka mencapai visi dan 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, maka Bank Indonesia melakukan transformasi menyeluruh, baik di area kebijakan, maupun kelembagaan. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional, kompetensi dan komitmen organisasional terhadap kinerja pegawai melalui transformasi digital di Bank Indonesia. Populasi dari penelitian ini adalah pegawai DPPT Bank Indonesia sebesar 171 orang dengan jumlah sampel sebanyak 125 responden. Teknik *sampling* yang digunakan yaitu *purposive sampling*. Metode analisis data menggunakan *Structural Equation Modeling-Partial Least Square* (SEM-PLS) dengan bantuan *Software SmartPLS 3.0*. Hasil penelitian menunjukkan bahwa dalam pengaruh langsung, kepemimpinan transformasional, kompetensi dan komitmen organisasional secara parsial maupun bersama-sama berpengaruh positif dan signifikan terhadap transformasi digital dengan kontribusi sebesar delapan puluh delapan koma empat persen. Faktor yang dominan mempengaruhi transformasi digital yaitu kompetensi dalam dimensi *task achievement* dengan indikator perbaikan berkelanjutan. Transformasi digital, kepemimpinan transformasional, kompetensi dan komitmen organisasional secara parsial maupun bersama-sama berpengaruh positif dan signifikan terhadap kinerja pegawai dengan kontribusi sebesar sembilan puluh tiga persen. Faktor yang dominan mempengaruhi kinerja pegawai juga sama yaitu kompetensi dalam dimensi *task achievement* dengan indikator perbaikan berkelanjutan. Pada pengaruh tidak langsung, transformasi digital dapat memediasi pengaruh kepemimpinan transformasional, dan kompetensi serta komitmen organisasional terhadap kinerja pegawai.

Kata kunci: Kepemimpinan Transformasional, Kompetensi, Komitmen Organisasional, Kinerja Pegawai, Transformasi Digital

ABSTRACT

In order to achieve Bank Indonesia's vision and mission, one of which is realizing a digital-based central bank in policies and institutions through organizational strengthening, human resources, reliable governance and information systems, as well as an international role, Bank Indonesia has carried out a comprehensive transformation, both in the area policies, and institutions. This study aims to analyze the effect of transformational leadership, competence and organizational commitment on employee performance through digital transformation at Bank Indonesia. The population of this study were 171 employees of DPPT Bank Indonesia with a total sample of 125 respondents. The sampling technique used is purposive sampling. The data analysis method uses Structural Equation Modeling-Partial Least Square (SEM-PLS) with the help of SmartPLS 3.0 Software. The results of the study show that in direct influence, transformational leadership, competence and organizational commitment partially or jointly have a positive and significant effect on digital transformation with a contribution of eighty-eight point four percent. The dominant factor influencing digital transformation is competence in the task achievement dimension with indicators of continuous improvement. Digital transformation, transformational leadership, competence and organizational commitment partially or jointly have a positive and significant effect on employee performance with a contribution of ninety-three percent. The dominant factor affecting employee performance is also the same, namely competence in the task achievement dimension with indicators of continuous improvement. In terms of indirect effects, digital transformation can mediate the influence of transformational leadership, and competence and organizational commitment on employee performance.

Keywords: Transformational Leadership, Competence, Organizational Commitment, Employee Performance, Digital Transformation