

DAFTAR PUSTAKA

- Arikunto, S. (2016). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Alieva, J., & Powell, D. J. (2022). The significance of employee behaviours and soft management practices to avoid digital waste during a digital transformation. *In International Journal of Lean Six Sigma*. <https://doi.org/10.1108/IJLSS-07-2021-0127>.
- Azhiim, R., & Prijati. (2020). Pengaruh kompetensi, motivasi dan kepuasan kerja terhadap kinerja karyawan pada rumah sakit gigi dan mulut (rsgm) institut ilmu kesehatan bhakti wiyata. *Jurnal Ilmu dan Riset Manajemen*, 9(1), 1–18. <http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/view/2936>.
- Baharrudin, S., Ludfiana, M., Santoso, B., Putra, E. M., & Pratiwi, R. (2021). Pengaruh Kompetensi Digital dan Keterikatan SDM terhadap Kinerja DISPERMADES Provinsi Jawa Tengah. *Prosiding Seminar Nasional Manajemen dan Akuntansi STIE Semarang (SENMAS)*, 1–9. <http://eprosiding.stiesemarang.ac.id/index.php/SNMAS/article/view/12/12>
- Bikse, V., Lusena-Ezera, I., Rivza, P., & Rivza, B. (2021). The development of digital transformation and relevant competencies for employees in the context of the impact of the covid-19 pandemic in latvia. *Sustainability (Switzerland)*, 13(16). <https://doi.org/10.3390/su13169233>
- Blanka, C., Krumay, B., & Rueckel, D. (2022). The interplay of digital transformation and employee competency: A design science approach. *Technological Forecasting and Social Change*, 178(February), 121575. <https://doi.org/10.1016/j.techfore.2022.121575>
- Cahen, F., & Borini, F. M. (2020). International Digital Competence. *Journal of International Management*, 26(1). <https://www.sciencedirect.com/science/article/abs/pii/S1075425317302727>.
- Creswell, J. W., & Creswell, J. D. (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. SAGE Publications, Inc.
- Damanhuri, D., & Hartono, R. S. (2022). Pengaruh Kompetensi Digital dan Learning & Development Terhadap Pencapaian Transformasi Digital pada Direktorat Jenderal Penyelenggaraan Pos dan Informatika Kementerian Komunikasi dan Informatika. *Governance*, 10(1), 21–34. <https://doi.org/10.33558/governance.v10i1.5631>.

- Diamantidis, A.D. and Chatzoglou, P. (2019), "Factors affecting employee performance: an empirical approach", *International Journal of Productivity and Performance Management*, Vol. 68 No. 1, pp. 171-193. <https://doi.org/10.1108/IJPPM-01-2018-0012>
- Dessler, G. (2014). *Manajemen Sumber Daya Manusia*. Jakarta: Indeks.
- Douglas, B.C. (2013). *The Causal Order of Job Satisfaction And Organizational Commitment In Models Of employee Turnover*. University of Massachussets, Boston, MA, USA.
- Fraenkel, J. R., Wallen, N. E., & Hyun, H. H. (2013). *How to Design and Evaluate Research in Education*. New York: McGram-Hill Companies.
- Ghozali, I. (2016). *Ekonometrika; Teori Konsep dan Aplikasi dengan SPSS IBM 25*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gibson, I.D. (2013). *Organizations* (Terjemahan). Jakarta: Gelora Aksara Pratama.
- Goular, Vera G; Liboni, Lara Bartocci; Cezarino, Luciana Oranges. "Balancing Skills in The Digital Transformation Era: The Future of Jobs and The Role of Higher Education". 2021. Sage Journals. Volume 36 (2). <https://doi.org/10.1177/09504222211029796>.
- Guzmán-Ortiz, C. V., Navarro-Acosta, N. G., Florez-Garcia, W., & Vicente- Ramos, W. (2020). Impact of digital transformation on the individual job performance of insurance companies in peru. *International Journal of Data and Network Science*, 4(4), 337–346. <https://doi.org/10.5267/j.ijdns.2020.9.005>
- Gujarati, D.N., & Porter, D.C. (2013). *Econometrics*. New York: Mc Graw Hill Inc.
- Gunarto, M. (2018). *Analisis Statistika dengan Model Persamaan Struktural (SEM): Teoritis & Praktis*. Bandung: Alfabeta.
- Hussein, U. (2015). *Metode Penelitian untuk Skripsi dan Tesis Bisnis*. Jakarta: Raja Grafindo Persada.
- Hwang, I., Shim, H., & Lee, W. J. (2022). Do an Organization's Digital Transformation and Employees' Digital Competence Catalyze the Use of Telepresence? *Sustainability (Switzerland)*, 14(14). <https://doi.org/10.3390/su14148604>.
- Ilomäki, L., Kantosalo, A., & Lakkala, M. (2011). What is digital competence. *Linked Portal. Brussels: European Schoolnet* (March, 1–12). <http://scholar.google.com/scholar?hl=en&btnG=Search&q=intitle:What+is+>

- Jackson, A., & Mathis, J.A.F. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.
- Kaplan, B, Truex, DP, Wastell, D, Wood-Harper, AT & DeGross, J. (2014). *Information Systems Research: Relevant Theory and Informed Practice*. Springer.
- Kreitner, R., & Kinicki, A. (2017). *Organizational Behavior*. New York: Mc Graw Hill. Avenues of The Americas.
- Lankshear, C., & Knobel, M. (2013). *Digital literacies: Concepts, policies and practices*. New York, NY: Peter Lang Publishing, Inc.
- Malhotra, N, K. (2013). *Basic Marketing Research: Integration of Social Media*. Jakarta: Index Kelompok Gramedia.
- Mangkunegara. (2015). *Manajemen Sumber Daya Manusia*. Bandung: Remaja Rosdakarya.
- Marguna, A. M., & Sangiasseri. (2020). Pengaruh Kompetensi Digital (e-Skills) Terhadap Kinerja Pustakawan di UPT Perpustakaan Universitas Hasanuddin. *Jupiter*, XVII(2), 104–117.
- Moehariono. (2014). *Pengukuran Kinerja Berbasis Kompetensi*. Jakarta: Rajawali.
- Munstashir, F. D., & Tricahyono, D. (2021). Digital Competency Analysis OF the State Civil Services in Bogor District Government (Studies in Bogor Regency State Civil Apparatus). *EProceedings of Management*, 8,1–10. <https://openlibrarypublications.telkomuniversity.ac.id/index.php/management/article/view/14923>.
- Nazir, M. (2013). *Metode Penelitian*. Bogor: Ghalia Indonesia
- Pandey, Nitesh; Kumar, Satish; Post, Corinne; Goodell, John W; Ramos, Rebecca Gracia. (2022). “Board Gender Diversity and Firm Performance: A Ciomplexity Theory Perspective”. *Asia Pasific Journal of Management*.
- Perifanou, M., & Economides, A. (2019). An Instrument for The Digital Competence Actions Framework. *Proceedings of ICERI2019 Conference* (pp. 11139-11145). Seville, Spain: ResearchGate.
- Robbins, P.S., & Coulter. (2014). *Perilaku Organisasi Konsep. Kontroversi. Aplikasi*. Jakarta: Prenhallindo.
- Robbins, S. P., & Judge, T. A. (2014). *Organizational Behavior*. New Jersey: Pearson Prentice Hall
- Robbins, P. S. (2013). *Prilaku Organisasi*. Jakarta: Macanan Jaya Cemerlang

- Rosmaini, R., & Tanjung, H. (2019). Pengaruh Kompetensi, Motivasi dan Kepuasan Kerja terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 1–15.
<https://doi.org/10.30596/maneggio.v2i1.3366>
- Robbins, P., & Timothy, T.A., Judge. (2012). *Organizational Behavior*. New York: Pearson Prentice Hall.
- Sastrohadiwiryo, B.S. (2015). *Manajemen Tenaga Kerja Indonesia Pendekatan Administratif dan Operasional*. Jakarta: Bumi Aksara.
- Sarwono, J. (2016). *Membuat Skripsi, Tesis dan Disertasi dengan Partial Least Square SEM (PLS - SEM)*. Yogyakarta: Andi.
- Saputra, D. G., Handoko, Y., & Ruspitasari, W. D. (2021). pengaruh kepemimpinan dan motivasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada PT Togams Semesta Abadi Kota Malang. *Journal of Physics A: Mathematical and Theoretical*, Vol 12, No(8), 1689–1699.
- Sedarmayanti. (2019). *Perencanaan dan Pengembangan Sumber Daya Manusia untuk Meningkatkan Kompetensi, Kinerja, dan Produktivitas Kerja*. Bandung: Refika Aditama.
- Sugiyono. (2017). *Metode Penelitian Kualitatif dan Kuantitatif*. Bandung: Alfabeta.
- Supranto, J. (2013). *Statistik Teori dan Aplikasi*. Jakarta: Erlangga. Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana.
- Sirait, U.A. (2021). Pengaruh E-Government dan Kompetensi Digital Terhadap Kinerja Aparatur Sipil Negara dengan Transformasi Digital sebagai Variabel Intervening (Studi Pada Badan Litbang SDM Kementerian Komunikasi dan Informatika Republik Indonesia). *Tesis*. Program Magister Manajemen Universitas Lambung Mangkurat, Banjarmasin.
- Trenerry, B., Chng, S., Wang, Y., Suhaila, Z. S., Lim, S. S., Lu, H. Y., & Oh, P.H. (2021). Preparing Workplaces for Digital Transformation: An Integrative Review and Framework of Multi-Level Factors. *Frontiers in Psychology*, 12(March), 1–24. <https://doi.org/10.3389/fpsyg.2021.620766>.
- Verhoef, P. C., Broekhuizen, T., Bart, Y., Bhattacharya, A., Qi Dong, J., Fabian, N., & Haenlein, M. (2021). Digital transformation: A multidisciplinary reflection and research agenda. *Journal of Business Research*, 122 September 2019), 889–901. <https://doi.org/10.1016/j.jbusres.2019.09.022>
- Westernman, G., Calmejjane, C., & Bonnet, D. (2012). Digital Transformation: A Roadmap for Billion Dollar Organization. MIT Centre for Digital Business, 1-68.

Westerman, G., Bonnet, D., & Mc Affe, A. (2014). *Leading Digital: Turning Technology Into Business Transformation*. Boston: Harvard Business Review Press.

Yu, J., & Moon, T. (2021). Impact of digital strategic orientation on organizational performance through digital competence. *Sustainability (Switzerland)*, 13(17), 1–15. <https://doi.org/10.3390/su13179766>.