

## PERAN *DIGITAL LEADERSHIP* DAN *LEARNING AGILITY* TERHADAP *INDIVIDUAL WORK PERFORMANCE* PADA APARATUR SIPIL NEGARA

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### Abstrak

**Abstract.** Digital transformation causes changes in work tools at government systems and public services. These changes can affect the individual work performance of each employee. Leadership style and individual learning ability can affect individual work performance. This study aims to empirically examine the role of digital leadership and learning agility on individual work performance in the state civil apparatus. Data was collected online for 200 state civil servants from various agencies and positions. The data collection method uses three scales: the individual work performance scale, the digital leadership scale, and the learning agility scale. The results of multiple regression analysis with Jamovi 2.3.21 show that 40% of digital leadership and learning agility variables can explain variations in individual work performance variables in the state civil apparatus. Digital leadership doesn't have a significant role in individual work performance ( $p=0.622$ ) while learning agility has a significant role in individual work performance ( $p<0.001$ ).

**Keywords:** ASN, digital leadership, individual work performance, learning agility

**Abstrak.** Transformasi digital menyebabkan perubahan alat dan sistem kerja pada sistem pemerintahan dan pelayanan publik. Perubahan tersebut dapat mempengaruhi kinerja pada tiap individu atau yang disebut dengan *individual work performance*. Gaya kepemimpinan dan kemampuan belajar individu dapat berperan dalam *individual work performance*. Penelitian ini bertujuan untuk menguji secara empiris peran *digital leadership* dan *learning agility* terhadap *individual work performance* pada aparatur sipil negara. Pengumpulan data dilakukan secara daring kepada 200 aparatur sipil negara dari berbagai instansi dan jabatan. Metode pengambilan data menggunakan tiga jenis skala, yaitu skala *individual work performance*, skala *digital leadership* dan skala *learning agility*. Hasil analisis regresi berganda dengan Jamovi 2.3.21 menunjukkan 40% variabel *digital leadership* dan *learning agility* dapat menjelaskan variasi variabel *individual work performance* pada aparatur sipil negara. *Digital leadership* tidak berperan secara signifikan terhadap *individual work performance* ( $p=0,622$ ) sedangkan *learning agility* berperan secara signifikan terhadap *individual work performance* ( $p<0,001$ ).

**Kata Kunci:** ASN, digital leadership, individual work performance, learning agility