

INTISARI

Penelitian ini mengkaji dampak kepemimpinan digital (*digital leadership*) pada Kementerian Keuangan dengan mempertimbangkan empat dimensi variabel yaitu dimensi *creativity, thinking and inquisition, curiosity, deep knowledge*, dan *global vision and collaboration*. Kelima dimensi kepemimpinan digital tersebut kemudian dihubungkan dengan variabel mediasi yaitu budaya organisasi digital, untuk mengevaluasi pengaruhnya terhadap kinerja pegawai Kementerian Keuangan sebagai variabel dependen. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik analisis statistik *Partial Least Square-Structural Equation Modeling* (PLS-SEM), yang dilakukan dengan bantuan aplikasi SmartPLS. Sampel yang digunakan dalam penelitian ini terdiri dari 684 Aparatur Sipil Negara (ASN) di lingkup Kementerian Keuangan. Sampel data tersebut diperoleh melalui penyebaran kuesioner penelitian melalui *Google Form*. Hasil dari penelitian menunjukkan bahwa kepemimpinan digital yang meliputi 5 dimensi yaitu dimensi *creativity, thinking and inquisition, curiosity, deep knowledge*, dan *global vision and collaboration* terbukti memiliki pengaruh positif dan signifikan terhadap kinerja pegawai melalui budaya organisasi digital. Namun, budaya organisasi digital tersebut terbukti hanya memediasi hubungan kepemimpinan digital dan kinerja pegawai secara parsial.

Kata kunci: kepemimpinan digital, budaya organisasi, digital, kinerja, *creativity, thinking and inquisition, curiosity, deep knowledge, global vision, collaboration*

ABSTRACT

This study examines the impact of digital leadership within the Ministry of Finance by considering five dimensions of the variable: creativity, thinking and inquisition, curiosity, deep knowledge, and global vision and collaboration. These five dimensions of digital leadership are then linked to a mediating variable—digital organizational culture—to evaluate their influence on employee performance within the Ministry of Finance as the dependent variable. The study employs a quantitative approach using Partial Least Squares–Structural Equation Modeling (PLS-SEM), facilitated by the SmartPLS application. The sample consists of 684 civil servants (Aparatur Sipil Negara/ASN) within the Ministry of Finance, obtained through the distribution of an online questionnaire via Google Forms. The findings indicate that digital leadership, encompassing the five aforementioned dimensions, has a positive and significant influence on employee performance through digital organizational culture. However, digital organizational culture is found to only partially mediate the relationship between digital leadership and employee performance.

Keywords: *digital leadership, organizational culture, digital, performance, creativity, thinking and inquisition, curiosity, deep knowledge, global vision, collaboration*