

ABSTRAK

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Program Studi : Program Magister Ilmu Manajemen
Judul Tesis : ANALISIS PENGARUH *SERVANT LEADERSHIP* DAN *DIGITAL LEADERSHIP* TERHADAP KINERJA PEGAWAI DENGAN KOMPETENSI SEBAGAI VARIABEL INTERVENING PADA DINAS KESEHATAN DI KOTA LANGSA

Penelitian ini bertujuan untuk Menganalisis Pengaruh *Servant leadership* dan *Digital Leadership* terhadap Kinerja Pegawai dengan Kompetensi sebagai Variabel Intervening pada Dinas Kesehatan Kota Langsa. Metode pengambilan sampel yang digunakan dalam penelitian ini adalah metode sampling jenuh. Metode sampling jenuh merupakan teknik pengambilan sampel apabila seluruh anggota populasi dijadikan sampel. Jumlah sampel dalam penelitian ini sebanyak 148 responden, karena jumlah keseluruhan populasi yang dijadikan sampel sebanyak 148 responden. Pengaruh *Digital Leadership*, *Servant Leadership* terhadap Kompetensi Pegawai pada Dinas Kesehatan Kota Langsa. Pengaruh Kompetensi, *Digital Leadership*, *Servant Leadership* terhadap Kinerja Pegawai pada Dinas Kesehatan Kota Langsa. *Servant Leadership* berpengaruh terhadap kinerja pegawai dengan kompetensi sebagai variabel intervening. *Digital Leadership* berpengaruh terhadap kinerja pegawai dengan kompetensi sebagai variabel intervening.

Kata Kunci : *Servant Leadership*, *Digital Leadership*, Pegawai, Kompetensi

ABSTRACT

Name : KHAIRINA
Study Program : Graduate Program in Management Science
Title : ANALYSIS OF THE INFLUENCE OF SERVANT LEADERSHIP AND DIGITAL LEADERSHIP ON EMPLOYEE PERFORMANCE WITH COMPETENCE AS AN INTERVENING VARIABLE AT THE HEALTH SERVICE IN LANGSA CITY

This study aims to Analyze The Effect Of Servant leadership And Digital leadership On Employee Performance With Competency As An Intervening Variable In The Health Office In Langsa City. The sampling method used in this study is the saturated sampling method. The saturated sampling method is a sampling technique when all members of the population are used as samples. The number of samples in this study was 148 respondents, because the total number of the population used as a sample was 148 respondents. The influence of Digital Leadership, Servant leadership on employee competence at the Langsa City Health Office. The influence of competence, Digital Leadership, Servant leadership on employee performance at the Langsa City Health Office. Competence is able to partially mediate the relationship between the Servant leadership variable and employee performance. Competence is able to partially mediate the relationship between the Digital leadership variable and employee performance.

Keywords : Servant Leadership, Digital Leadership, Employee, Competency