

ABSTRAK

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Judul : Pengaruh *Servant Leadership* Terhadap *Employee Performance* Melalui Peningkatan *Digital Competence* Pada PT Perta Arun Gas

Penelitian ini bertujuan untuk menganalisis pengaruh *Servant Leadership* terhadap *Employee Performance* melalui *Digital Competence* sebagai variabel mediasi pada PT Perta Arun Gas. Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis jalur (*Path Analysis*). Data penelitian diperoleh melalui penyebaran kuesioner kepada 65 responden karyawan PT Perta Arun Gas. Analisis data dilakukan menggunakan uji validitas, reliabilitas, asumsi klasik, uji t, uji F, analisis jalur, dan uji Sobel. Hasil penelitian menunjukkan bahwa *Servant Leadership* berpengaruh positif dan signifikan terhadap *Digital Competence*. *Digital Competence* juga berpengaruh positif dan signifikan terhadap *Employee Performance*. Selain itu, *Servant Leadership* berpengaruh positif dan signifikan terhadap *Employee Performance*. Hasil uji mediasi menunjukkan bahwa *Digital Competence* mampu memediasi pengaruh *Servant Leadership* terhadap *Employee Performance* secara parsial (*partial mediation*), dengan nilai pengaruh tidak langsung sebesar 0,175 dan nilai *Sobel Test* sebesar 2,046 dengan *p-value* $0,040 < 0,05$. Dengan demikian, peningkatan *Servant Leadership* tidak hanya secara langsung meningkatkan *Employee Performance*, tetapi juga melalui peningkatan *Digital Competence* karyawan. Penelitian ini diharapkan dapat menjadi bahan pertimbangan bagi PT Perta Arun Gas dalam mengembangkan kepemimpinan dan kompetensi digital untuk meningkatkan kinerja karyawan.

Kata kunci: *Servant Leadership, Digital Competence, Employee Performance.*

ABSTRACT

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Judul : The Effect of Servant Leadership on Employee Performance Through the Enhancement of Digital Competence at PT Perta Arun Gas

This study aims to analyze the effect of Servant Leadership on Employee Performance through Digital Competence as a mediating variable at PT Perta Arun Gas. This research employed a quantitative approach using Path Analysis. The data were collected through questionnaires distributed to 65 employees of PT Perta Arun Gas. Data analysis was conducted using validity, reliability, classical assumption, t-test, F-test, path analysis, and Sobel test. The results showed that Servant Leadership had a positive and significant effect on Digital Competence. Digital Competence also had a positive and significant effect on Employee Performance. Furthermore, Servant Leadership had a positive and significant effect on Employee Performance. The mediation test results indicated that Digital Competence partially mediated the effect of Servant Leadership on Employee Performance, with an indirect effect of 0.175 and a Sobel Test statistic of 2.046 with a p-value of $0.040 < 0.05$. These findings indicate that effective Servant Leadership can improve Employee Performance both directly and indirectly through enhancing employees' Digital Competence. This study is expected to provide consideration for PT Perta Arun Gas in developing leadership practices and digital competencies to improve employee performance.

Keywords: *Servant Leadership, Digital Competence, Employee Performance.*