ABSTRAK

Nama : RONI DARMAWAN
Program Studi : Program Magister Ilmu Manajemen
Judul : PENGARUH KEMPEMIMPINAN DIGITAL DAN PELATIHAN DENGAN MOTIVASI KERJA SEBAGAI VARIABEL INTERVENING TERHADAP KINERJA ANGGOTA POLRI POLRES LHOKSEUMAWE.

Penelitian ini bertujuan menganalisis pengaruh kepemimpinan digital dan pelatihan anggota terhadap kinerja anggota Polri, baik secara langsung maupun melalui motivasi kerja sebagai variabel intervening pada Polres Lhokseumawe. Penelitian menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian berjumlah 495 anggota Polri yang tersebar pada delapan satuan fungsi. Sampel sebanyak 120 responden ditentukan menggunakan teknik *purposive sampling*. Data dikumpulkan melalui kuesioner dengan skala Likert dan dianalisis menggunakan metode *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) dengan bantuan SmartPLS 4. Hasil penelitian menunjukkan bahwa kepemimpinan digital berpengaruh positif dan signifikan terhadap motivasi kerja ($\beta = 0{,}502$; $p < 0{,}001$) dan kinerja anggota ($\beta = 0{,}431$; $p = 0{,}003$). Pelatihan anggota berpengaruh positif dan signifikan terhadap motivasi kerja ($\beta = 0{,}342$; $p = 0{,}015$), tetapi tidak berpengaruh langsung secara signifikan terhadap kinerja anggota ($\beta = -0{,}285$; $p = 0{,}998$). Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja anggota ($\beta = 0{,}435$; $p < 0{,}001$). Motivasi kerja juga memediasi secara parsial pengaruh kepemimpinan digital terhadap kinerja anggota ($\beta = 0{,}164$; $p = 0{,}002$; VAF = 27,5%) serta memediasi secara penuh atau *indirect-only mediation* pengaruh pelatihan terhadap kinerja anggota ($\beta = 0{,}191$; $p < 0{,}001$). Dengan demikian, peningkatan kinerja anggota Polri memerlukan kepemimpinan digital yang efektif dan pelatihan yang mampu memperkuat motivasi anggota untuk menerapkan kompetensi dalam pelaksanaan tugas. Temuan penelitian perlu ditafsirkan secara hati-hati karena terdapat tingkat multikolinearitas yang tinggi antara konstruk kepemimpinan digital dan pelatihan anggota.

Kata kunci: kepemimpinan digital, pelatihan anggota, motivasi kerja, kinerja anggota, Polri.

ABSTRACT

Name : *RONI DARMAWAN*
Study Program : *Magister Science Of Management*
Title : *THE INFLUENCE OF DIGITAL LEADERSHIP AND TRAINING ON THE PERFORMANCE OF INDONESIAN NATIONAL POLICE (POLRI) PERSONNEL AT THE LHOKSEUMAWE POLICE STATION (POLRES), WITH WORK MOTIVATION AS AN INTERVENING VARIABLE.*

This study aims to analyze the effects of digital leadership and personnel training on the performance of Indonesian National Police personnel, both directly and indirectly through work motivation as an intervening variable at the Lhokseumawe Resort Police. This study employed a quantitative approach using a survey method. The population consisted of 495 police personnel assigned to eight functional units. A total of 120 respondents were selected using purposive sampling*. Data were collected through a Likert-scale questionnaire and analyzed using* Structural Equation Modeling–Partial Least Squares *(SEM-PLS) with SmartPLS 4. The results indicate that digital leadership has a positive and significant effect on work motivation ($\beta = 0.502$; $p < 0.001$) and personnel performance ($\beta = 0.431$; $p = 0.003$). Personnel training has a positive and significant effect on work motivation ($\beta = 0.342$; $p = 0.015$), but it does not have a significant direct effect on personnel performance ($\beta = -0.285$; $p = 0.998$). Work motivation has a positive and significant effect on personnel performance ($\beta = 0.435$; $p < 0.001$). Work motivation partially mediates the effect of digital leadership on personnel performance ($\beta = 0.164$; $p = 0.002$; VAF = 27.5%) and fully mediates, or demonstrates* indirect-only mediation*, the effect of personnel training on performance ($\beta = 0.191$; $p < 0.001$). Therefore, improving police personnel performance requires effective digital leadership and training programs that strengthen personnel motivation to apply their competencies in carrying out their duties. The findings should be interpreted cautiously because of the high degree of multicollinearity between digital leadership and personnel training.*

Keywords: *digital leadership, personnel training, work motivation, personnel performance, Indonesian National Police.*