

## ABSTRAK

Transformasi digital yang masif menimbulkan tantangan besar bagi produktivitas pegawai di sektor publik. Selain itu, masih terdapat ketidakkonsistenan hasil penelitian terdahulu mengenai faktor-faktor yang memengaruhi capaian kinerja organisasi. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompetensi digital, *agile leadership*, dan *organizational citizenship behavior* (OCB) terhadap kinerja pegawai pada Badan Pusat Statistik Kabupaten Jember. Populasi dalam penelitian ini adalah seluruh pegawai Badan Pusat Statistik Kabupaten Jember, dengan teknik pengambilan sampel menggunakan *sampling* jenuh sehingga diperoleh responden sebanyak 41 orang. Metode analisis data yang digunakan dalam penelitian ini adalah uji instrumen (uji validitas dan reliabilitas), uji asumsi klasik, analisis regresi linier berganda, uji hipotesis (uji t), dan uji koefisien determinasi ( $R^2$ ). Hasil pengujian secara parsial menunjukkan bahwa variabel: kompetensi digital, *agile leadership* dan *organizational citizenship behavior* (OCB) tersebut berpengaruh positif dan signifikan terhadap kinerja pegawai.

**Kata Kunci:** *Agile leadership*, kinerja pegawai, kompetensi digital, *organizational citizenship behavior* (OCB).



## **ABSTRACT**

*The massive digital transformation has created significant challenges for employee productivity in the public sector. In addition, previous studies have shown inconsistent findings regarding the factors influencing organizational performance. This study aims to examine and analyze the effects of digital competence, agile leadership, and organizational citizenship behavior (OCB) on employee performance at the Statistics Indonesia Office (Badan Pusat Statistik) of Jember Regency. The population of this study consisted of all employees of the Statistics Indonesia Office of Jember Regency. A saturated sampling technique was employed, resulting in 41 respondents. The data analysis methods used in this study included instrument testing (validity and reliability tests), classical assumption tests, multiple linear regression analysis, hypothesis testing (t-test), and the coefficient of determination test ( $R^2$ ). The partial test results indicate that digital competence, agile leadership, and organizational citizenship behavior (OCB) have a positive and significant effect on employee performance.*

**Keywords:** *Agile leadership, digital competence, employee performance, organizational citizenship behavior (OCB).*

