

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi peran mediasi *self-efficacy* pada pengaruh *digital transformation directed towards employee's* terhadap *employee's future competencies* di Universitas Siber Muhammadiyah (SiberMu). Di tengah pesatnya adopsi teknologi di sektor pendidikan tinggi, khususnya pada institusi modus tunggal Pendidikan Jarak Jauh (PJJ), terdapat tantangan krusial mengenai bagaimana digitalisasi mampu membentuk kapabilitas SDM. Menggunakan pendekatan kuantitatif dengan metode sensus terhadap 131 karyawan, di mana 107 responden memberikan respon yang layak untuk dianalisis. Temuan uji hipotesis menunjukkan bahwa *digital transformation directed towards employee's* dan *self-efficacy* berpengaruh positif dan signifikan terhadap *employee's future competencies* secara langsung. Namun, ketika *self-efficacy* dimasukkan sebagai mediator, pengaruh langsung tersebut menjadi tidak signifikan, yang membuktikan terjadinya mediasi sempurna (*full mediation*). Hasil Uji Sobel memperkuat peran *self-efficacy* sebagai jembatan psikologis mutlak yang mengubah paparan teknologi menjadi kapabilitas fungsional nyata. Penelitian ini menyarankan manajemen universitas untuk memprioritaskan penguatan keyakinan diri karyawan melalui pemberdayaan psikologis dan integrasi alur kerja digital untuk menutup celah kompetensi analitis modern.

Kata Kunci: Transformasi Digital, Future Competencies, Self-Efficacy, Pendidikan Jarak Jauh



ABSTRACT

This study aims to investigate the mediating role of self-efficacy in the influence of digital transformation directed towards employees on employee's future competencies at Universitas Siber Muhammadiyah (SiberMu). Amidst the rapid adoption of technology in the higher education sector, particularly in single-mode distance education (DE) institutions, a crucial challenge exists regarding how digitalization can shape human resource capabilities. Using a quantitative approach with a census method, data were collected from 131 employees, resulting in 107 valid responses for analysis. Hypothesis testing reveals that digital transformation directed towards employees and self-efficacy both have a positive and significant direct effect on employee's future competencies. However, when self-efficacy is included as a mediator, the direct effect becomes non-significant, proving the existence of full mediation. The Sobel Test result strengthens the role of self-efficacy as an absolute psychological bridge that transforms technological exposure into tangible functional capabilities. This study recommends that university management prioritize strengthening employee self-confidence through psychological empowerment and digital workflow integration to bridge the gap in modern analytical competencies

Keyword: Digital Transformation, Future Competencies, Self-Efficacy, Distance Learning

