

RINGKASAN

Penelitian ini bertujuan untuk menganalisis pengaruh transformasi digital, kompetensi digital, dan pelatihan digital terhadap kinerja pegawai pada UPTD Balai Mekanisasi Sarana dan Prasarana Pertanian Dinas Perkebunan Tanaman Pangan dan Hortikultura Kota Padang. Perubahan sistem kerja berbasis digital menuntut kesiapan organisasi dan pegawai agar mampu beradaptasi secara efektif dalam menjalankan tugas dan tanggung jawabnya.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei terhadap seluruh pegawai yang berjumlah 58 orang menggunakan teknik total sampling. Data dikumpulkan melalui kuesioner skala Likert dan dianalisis menggunakan uji validitas, reliabilitas, uji asumsi klasik, regresi linear berganda, uji t, uji F, dan koefisien determinasi (R^2).

Hasil penelitian menunjukkan bahwa transformasi digital, kompetensi digital, dan pelatihan digital secara parsial maupun simultan berpengaruh positif dan signifikan terhadap kinerja pegawai. Artinya, semakin baik penerapan sistem digital, semakin tinggi kompetensi digital pegawai, serta semakin tepat pelatihan yang diberikan, maka kinerja pegawai akan semakin meningkat.

Penelitian ini menegaskan bahwa keberhasilan digitalisasi di instansi pemerintah tidak hanya bergantung pada teknologi, tetapi juga pada kesiapan dan pengembangan sumber daya manusia secara berkelanjutan.

Kata Kunci: Transformasi Digital, Kompetensi Digital, Pelatihan Digital, Kinerja Pegawai.

SUMMARY

This study aims to analyze the influence of digital transformation, digital competence, and digital training on employee performance at the UPTD Balai Mekanisasi Sarana dan Prasarana Pertanian, Department of Plantation, Food Crops, and Horticulture of Padang City. The shift toward digital-based work systems requires organizational and employee readiness to effectively adapt and perform their duties.

This research employed a quantitative approach using a survey method involving all 58 employees through total sampling. Data were collected using a Likert-scale questionnaire and analyzed through validity and reliability tests, classical assumption tests, multiple linear regression analysis, t-test, F-test, and coefficient of determination (R^2).

The results indicate that digital transformation, digital competence, and digital training have a positive and significant effect on employee performance, both partially and simultaneously. This means that better implementation of digital systems, higher levels of digital competence, and more appropriate digital training programs contribute to improved employee performance.

The findings emphasize that successful digitalization in public institutions depends not only on technological advancement but also on continuous human resource development and readiness.

Keywords: Digital Transformation, Digital Competence, Digital Training, Employee Performance.