

ABSTRAK

PENGARUH GAYA KEPEMIMPINAN ADAPTIF, LITERASI DIGITAL, DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP KINERJA PEGAWAI MELALUI KOMPETENSI KERJA PEGAWAI KANTOR KECAMATAN MEDAN PETISAH

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Penelitian ini bertujuan menganalisis pengaruh gaya kepemimpinan adaptif, literasi digital, *perceived organizational support*, dan peran kompetensi kerja sebagai variabel mediasi dalam menghubungkan pengaruh gaya kepemimpinan adaptif, literasi digital, dan *perceived organizational support* terhadap kinerja pegawai. Menggunakan pendekatan kuantitatif deskriptif, data dikumpul melalui penyebaran kuesioner, observasi partisipan, serta dokumentasi. Populasi adalah seluruh ASN aktif di Kecamatan Medan Petisah (kecuali Camat) berjumlah 62 orang, Teknik sampel yang digunakan adalah total sampling. Data dianalisis dengan menggunakan uji kualitas data (validitas dan realibilitas), uji asumsi klasik (normalitas, heteroskedastisitas, multikolinieritas), uji regresi linier berganda, uji hipotesis dan path analysis.

Hasil penelitian menunjukkan bahwa Gaya kepemimpinan adaptif tidak berpengaruh positif signifikan terhadap kinerja pegawai di Kantor Kecamatan Medan Petisah, sebagaimana ditunjukkan oleh koefisien regresi 0,073 dengan nilai Thitung -0,209 yang lebih kecil dari Ttabel 2,00247 (Sig. 0,835 > 0,05), sehingga hipotesis H4 ditolak meskipun arah pengaruhnya positif. Literasi digital juga tidak berpengaruh positif signifikan terhadap kinerja pegawai di Kantor Kecamatan Medan Petisah, dengan koefisien regresi 0,243 dan Thitung 1,251 < Ttabel 2,00247 (Sig. 0,216 > 0,05), sehingga hipotesis H5 ditolak walaupun kontribusinya lebih kuat dibandingkan gaya kepemimpinan adaptif. *Perceived organizational support* tidak berpengaruh positif signifikan terhadap kinerja pegawai di Kantor Kecamatan Medan Petisah, tercermin dari koefisien regresi 0,231 dengan Thitung 1,434 < Ttabel 2,00247 (Sig. 0,157 > 0,05), sehingga hipotesis H6 ditolak meskipun pengaruhnya hampir setara dengan literasi digital. Dan Kompetensi kerja tidak berperan sebagai variabel mediasi secara penuh untuk gaya kepemimpinan adaptif (Zhitung 0,186 < 1,96; Sig. 0,852 > 0,05) dan literasi digital (Zhitung -1,569 < 1,96; Sig. 0,116 > 0,05) sehingga hipotesis H8 dan H9 ditolak, tetapi berperan signifikan sebagai mediasi bagi *perceived organizational support* (Zhitung 2,393 > 1,96; Sig. 0,016 < 0,05) sehingga hipotesis H10 diterima, dengan pengaruh langsung kompetensi kerja terhadap kinerja yang kuat (koefisien 0,550; Thitung 2,575 > Ttabel; Sig. 0,013 < 0,05).

Kata Kunci: Gaya Kepemimpinan Adaptif, Literasi Digital, *Perceived organizational support*, Kinerja Pegawai, Kompetensi Kerja

ABSTRACT

This research aims to analyse the influence of adaptive leadership style, digital literacy, perceived organisational support, and the role of work competence as mediating variables in connecting the influence of adaptive leadership style, digital literacy, and perceived organisational support on employee performance. Using a descriptive quantitative approach, data was collected through questionnaires, participant observation, and documentation. The population consisted of all active civil servants in the Medan Petisah Subdistrict (except the subdistrict head), totalling 62 people. The sampling technique used was total sampling. The data were analysed using data quality tests (validity and reliability), classical assumption tests (normality, heteroscedasticity, multicollinearity), multiple linear regression tests, hypothesis tests, and path analysis.

The results showed that adaptive leadership style did not have a significant positive effect on employee performance at the Medan Petisah Subdistrict Office, as indicated by a regression coefficient of 0.073 with a T-value of -0.209, which was smaller than the T-table of 2.00247 (Sig. 0.835 > 0.05). thus rejecting hypothesis H4 even though the direction of the influence is positive. Digital literacy also did not have a significant positive effect on employee performance at the Medan Petisah Subdistrict Office, with a regression coefficient of 0.243 and a T-value of 1.251 < T-table 2.00247 (Sig. 0.216 > 0.05), so hypothesis H5 was rejected even though its contribution was stronger than that of adaptive leadership style. Perceived organisational support did not have a significant positive effect on employee performance at the Medan Petisah Subdistrict Office, as reflected in the regression coefficient of 0.231 with Thitung 1.434 < Ttabel 2.00247 (Sig. 0.157 > 0.05), so hypothesis H6 was rejected even though its effect was almost equivalent to digital literacy. Work competence does not play a full mediating role for adaptive leadership style (Z-count 0.186 < 1.96; Sig. 0.852 > 0.05) and digital literacy (Z-count -1.569 < 1.96; Sig. 0.116 > 0.05), so hypotheses H8 and H9 are rejected, but it plays a significant role as a mediator for perceived organisational support (Z-score 2.393 > 1.96; Sig. 0.016 < 0.05), thus accepting hypothesis H10, with a strong direct effect of work competence on performance (coefficient 0.550; Tcount 2.575 > Ttable; Sig. 0.013 < 0.05).

Keywords: Adaptive Leadership Style, Digital Literacy, Perceived Organisational Support, Employee Performance, Work Competence