

## **ABSTRACT**

*This research was conducted because problems were found in employee performance. The problem seen in this research is employee performance which is caused by mastery of digital technology and employee work competency which is not yet optimal. This research is to determine the effect of mastery of digital technology and work competency on performance on State Civil Servants performance both partially and simultaneously at Bappeda-Litbang and Development Agency, Indramayu Regency. The method used is descriptive and verification research methods with a total sample of 51 respondents. Data collection techniques used were observation, interviews and distributing questionnaires. The method of analysis and hypothesis testing used is multiple linear regression analysis, multiple correlation analysis, simultaneous determination coefficient and partial determination coefficient, simultaneous hypothesis testing and partial hypothesis testing.*

*The results of the study show that there is a positive and significant influence between mastery of digital technology and work competence on State Civil Servants performance at Bappeda-Litbang and Development Agency, Indramayu Regency. The magnitude of the influence of mastery of digital technology and work competence simultaneously is 56,7% and the remaining 43,3% is influenced by other variables not examined. Partially mastery of digital technology has a positive and significant effect on State Civil Servants performance of 31,3% and work competence has a significant positive effect on State Civil Servants performance of 25.4%.*

***Keywords: Mastery of Digital Technology, Work Competency and Performance of State Civil Servants***