

## ABSTRAK

Penelitian ini ditemukan permasalahan kinerja pegawai yang terdapat pada Kementerian Agama Kabupaten Subang, masalah penelitian ini adalah belum optimalnya kinerja pegawai yang disebabkan oleh kompetensi digital yang kurang optimal dan kurangnya *self efficacy* dan komitmen organisasi pegawai. Fokus kajian diarahkan pada faktor-faktor yang mempengaruhi kinerja pegawai. Kompetensi Digital, *Self Efficacy* dan Komitmen organisasi merupakan faktor yang diduga berpengaruh terhadap kinerja pegawai. Penelitian ini bertujuan untuk mengetahui Pengaruh Kompetensi Digital, *Self Efficacy* dan Komitmen organisasi Terhadap Kinerja Pegawai Kementerian Agama Kabupaten Subang. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel yang diambil sebanyak 64 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan Teknik pengumpulan data yang digunakan yaitu observasi, wawancara dan menyebarkan kuesioner. Metode analisis data yang digunakan yaitu analisis regresi linear berganda, analisis korelasi berganda dan analisis koefisien determinasi secara simultan dan parsial.

Hasil penelitian ini menunjukkan bahwa secara bersama sama variabel kompetensi digital, *self efficacy* dan komitmen organisasi berpengaruh terhadap kinerja pegawai secara simultan dengan besarnya pengaruh yaitu 64,1%. kompetensi digital, *self efficacy* dan komitmen organisasi memiliki tingkat hubungan sangat kuat terhadap kinerja pegawai. Kompetensi digital berpengaruh positif dan signifikan terhadap kinerja pegawai dengan besar pengaruh 21,4%. *Self efficacy* berpengaruh positif dan signifikan terhadap kinerja pegawai dengan besar pengaruh 22,8%. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai dengan besar pengaruh 19,9%.

**Kata Kunci: Kompetensi Digital, *Self Efficacy*, Komitmen organisasi, Dan Kinerja Pegawai**

## **ABSTRACT**

*This study identified performance issues among employees at the Ministry of Religious Affairs in Subang Regency. The main problem addressed is the suboptimal performance of employees, which is caused by insufficient digital competence, low self-efficacy, and a lack of organizational commitment among staff. The focus of the research is directed at factors influencing employee performance. Digital competence, self-efficacy, and organizational commitment are considered factors that are suspected to affect employee performance. The objective of this study is to determine the influence of digital competence, self-efficacy, and organizational commitment on the performance of employees at the Ministry of Religious Affairs in Subang Regency. The research method used is descriptive and verificative, with a sample size of 64 respondents. The sampling technique involved observation, interviews, and the distribution of questionnaires as data collection methods. The data analysis methods used include multiple linear regression analysis, multiple correlation analysis, and the coefficient of determination, both simultaneously and partially.*

*The results of the study show that, collectively, the variables of digital competence, self-efficacy, and organizational commitment have a simultaneous effect on employee performance, with an influence of 64.1%. Digital competence, self-efficacy, and organizational commitment have a very strong relationship with employee performance. Digital competence has a positive and significant effect on employee performance, with an influence of 21.4%. Self-efficacy has a positive and significant effect on employee performance, with an influence of 22.8%. Organizational commitment also has a positive and significant effect on employee performance, with an influence of 19.9%.*

**Keywords: Digital Competence, Self-Efficacy, Organizational Commitment, Employee Performance**