

## ABSTRACT

*This study identified issues related to employee performance at the Office of Cooperatives, Micro, Small and Medium Enterprises, Trade, and Industry of Subang Regency. The main problem addressed in this research is the suboptimal employee performance, which is attributed to low levels of digital competence, poor work discipline, and an unsupportive work environment. This study aims to examine the extent to which digital competence, work discipline, and work environment influence employee performance at the Office of Cooperatives, MSMEs, Trade, and Industry of Subang Regency. The research employed both descriptive and verification methods. The sampling technique used was non-probability sampling, involving a total of 75 respondents. Data were collected through direct observation, literature review, and the distribution of questionnaires. The collected data were analyzed using multiple linear regression, multiple correlation analysis, and the coefficient of determination. The results of the analysis indicate that digital competence, work discipline, and work environment jointly have a positive and significant effect on employee performance. Simultaneously, these three variables contribute 73.6% to the improvement of employee performance. Partially, digital competence contributes 19.2%, work discipline contributes 24.4%, and the work environment contributes 30% to employee performance.*

**Keywords:** *Digital Competence, Work Discipline, Work Environment, Employee Performance*