ABSTRAK

AHMAD NURFAUZI. NIM.3402220411. "*Pengaruh Digital Leadership dan E-Training System terhadap Kepuasan Kerja Pegawai (Suatu Studi pada Pegawai Dinas Perpustakaan dan kearsipan dan Kearsipan Daerah Kabupaten Ciamis)*." Pembimbing I: Dr. Nurdiana Mulyantini, S.E., M.M., Pembimbing II: Muhammad Zaki Rahman, S.Ag., M.Ag., M.M.

Penelitian ini dilatarbelakangi oleh tingginya tuntutan transformasi digital di sektor publik yang mengharuskan pegawai mengoperasikan berbagai aplikasi kedinasan secara simultan. Permasalahan utama di lapangan menunjukkan adanya kecemasan teknologi (*technostress*), kendala infrastruktur jaringan, serta belum optimalnya wadah pelatihan digital mandiri yang terstruktur, yang berdampak pada kurang optimalnya tingkat kepuasan kerja pegawai. Penelitian ini bertujuan untuk menganalisis dan mengevaluasi: Pengaruh *Digital Leadership* terhadap Kepuasan Kerja Pegawai; Pengaruh *E-Training System* terhadap Kepuasan Kerja Pegawai; serta Pengaruh *Digital Leadership* dan *E-Training System* secara simultan terhadap Kepuasan Kerja Pegawai pada Dinas Perpustakaan dan kearsipan dan Kearsipan Daerah Kabupaten Ciamis.Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan asosiatif kausal. Populasi dalam penelitian ini adalah seluruh pegawai tetap pada Dinas Perpustakaan dan kearsipan dan Kearsipan Daerah Kabupaten Ciamis yang berjumlah 35 orang. Teknik pengambilan sampel menggunakan teknik *sampling jenuh* (*total sampling*) atau sensus, sehingga seluruh anggota populasi sebanyak 35 orang dijadikan sampel penelitian. Pengumpulan data primer dilakukan melalui penyebaran kuesioner terstruktur berskala Likert secara digital. Teknik analisis data yang digunakan meliputi analisis deskriptif dan analisis verifikatif melalui uji asumsi klasik, analisis regresi linier berganda, uji korelasi berganda, uji parsial (uji t), uji simultan (uji F), serta analisis koefisien determinasi (R^2).Hasil penelitian deskriptif pada pra-survei menunjukkan bahwa variabel Kepuasan Kerja Pegawai memperoleh rata-rata skor persentase sebesar 58,00% (kategori kurang optimal), variabel *Digital Leadership* sebesar 58,34% (kategori kurang baik), dan variabel *E-Training System* sebesar 56,40% (kategori kurang baik). Secara verifikatif, hasil analisis membuktikan bahwa: *Digital Leadership* berpengaruh positif dan signifikan terhadap Kepuasan Kerja Pegawai; *E-Training System* berpengaruh positif dan signifikan terhadap Kepuasan Kerja Pegawai; serta digital *Leadership* dan *E-Training System* secara simultan berpengaruh signifikan terhadap Kepuasan Kerja Pegawai pada Dinas Perpustakaan dan kearsipan dan Kearsipan Daerah Kabupaten Ciamis.

Kata Kunci: *Digital Leadership*, *E-Training System* dan Kepuasan Kerja Pegawai.

ABSTRACT

AHMAD NURFAUZI. NIM. 3402220411. "The Influence of Digital Leadership and E-Training System on Employee Job Satisfaction (A Study on Employees of the Department of Library and Regional Archives of Ciamis Regency)." Advisor I: Dr. Nurdiana Mulyantini, S.E., M.M., Advisor II: Muhammad Zaki Rahman, S.Ag., M.Ag., M.M.

This research is motivated by the high demand for digital transformation in the public sector, which requires employees to operate various official applications simultaneously. The main problems in the field indicate the existence of technology anxiety (technostress), network infrastructure constraints, and the suboptimal availability of structured self-digital training platforms, which impact the suboptimal level of employee job satisfaction. This study aims to analyze and evaluate: the influence of Digital Leadership on Employee Job Satisfaction; the influence of the E-Training System on Employee Job Satisfaction; and the simultaneous influence of Digital Leadership and E-Training System on Employee Job Satisfaction at the Department of Library and Regional Archives of Ciamis Regency. The research method used is a quantitative method with a causal associative approach. The population in this study consisted of all 35 permanent employees at the Department of Library and Regional Archives of Ciamis Regency. The sampling technique used was a saturated sampling technique (total sampling) or census, so all 35 population members were used as the research sample. Primary data collection was carried out through the distribution of structured Likert-scale questionnaires digitally. The data analysis techniques used include descriptive analysis and verificative analysis through classic assumption tests, multiple linear regression analysis, multiple correlation analysis, partial tests (t-test), simultaneous tests (F-test), and coefficient of determination analysis (R^2). The descriptive results of the pre-survey showed that the Employee Job Satisfaction variable obtained an average percentage score of 58.00% (suboptimal category), the Digital Leadership variable was 58.34% (poor category), and the E-Training System variable was 56.40% (poor category). Verificatively, the analysis results prove that: Digital Leadership has a positive and significant effect on Employee Job Satisfaction; E-Training System has a positive and significant effect on Employee Job Satisfaction; and Digital Leadership and E-Training System simultaneously have a significant effect on Employee Job Satisfaction at the Department of Library and Regional Archives of Ciamis Regency.

Keywords: Digital Leadership, E-Training System, and Employee Job Satisfaction.