

## **ABSTRACT**

*This research was conducted to determine the effect of empowering leadership and digital organizational culture on employee performance at the Ministry of PANRB. The sampling technique was involved 76 employees using a non-probability sampling namely conveniens sampling with technique descriptive analysis methods and inferential statistics.*

*Based on the results of the descriptive analysis, the empowering leadership variable is in a fairly good category. This indicates that the Ministry of PANRB has empowered leadership with a fairly good category. Based on the results of the descriptive analysis of digital organizational culture variable and employee performance variable are in the good category, it indicates that Ministry of PANRB has carried out digital organizational culture and employee performance well. Based on the results of statistical tests using Smart-PLS, empowering leadership has an effect on employee performance but is not significant. Meanwhile, digital organizational culture has a positive and significant effect on employee performance.*

**Key Words** : *Empowering Leadership, Digital organizational Culture, Employee Performance*