

ABSTRACT

With the emergence of changes in the digital workspace and the increasing number of cases of the COVID-19 pandemic being handled by many hospitals at this time, there is an opportunity to improve employee performance along with the implementation of digital work systems and communication in developing the direction of transformation for the future of organization. Improvement of organizational aspect in digital transformation to support the employee in the re-emergence of COVID-19 pandemic.

Therefore, the purpose of this research is to analyze the influence of digital leadership and communication on the employees' performance. This research is quantitative research with data collection techniques through distributing questionnaires to 399 employees of RSUD Brigjen H. Hasan Basry.

The data is analyzed through multiple regression method with the help of the SPSS program. The research result of descriptive analysis showed that Digital Leadership, Communication, and Employee performance in Brigjen H. Hasan Basry Hospital is generally in a very high category.

And based on the results of the study, it shows that Digital Leadership and Communication have a significant effect simultaneously and partially on the performance of employees in the Brigjen H. Hasan Basry Hospital as much as 64.6% while 35.4% affected by another variable.

Brigjen H. Hasan Basry Hospital is expected to provide sufficient infrastructure and training for the employee that have work related to the digital information within the organization. Provide level management for the communication to improve the communication flow of the organization. In addition, routine monitoring and evaluation in stages is mandatory and in an orderly manner.

Keywords: Performance management, Digital Leadership, Communication management, information technology.