

ABSTRACT

In the current era of globalization, technology has become a tool that can help most human needs. Technology can be used by humans to make it easier to do any tasks and jobs. It is this important role of technology that has brought human civilization into the digital era. Technological changes are increasingly sophisticated, requiring every company or government agency to use digital technology in order to be able to compete.

This research was conducted on Employees of the Ministry of Religion of Kuningan Regency with the aim of knowing the effect of digital competence and training on the performance of employees of the Office of the Ministry of Religion of Kuningan Regency. In this study, the authors used quantitative research methods with this type of causality descriptive research.

The sample in this study were employees of the Ministry of Religion of Kuningan Regency, totaling 191 respondents using random sampling technique. The data analysis technique used is multiple linear regression analysis with model test (coefficient of determination), F test, T test, and classical assumption test. The type of research used in this research is descriptive correlational with quantitative research methods with the independent variables namely digital competence and training, while the dependent variable is employee performance.

The results of the descriptive analysis show that the level of digital competency, training and employee performance is in the good category. based on the results of multiple linear regression analysis shows that there is a positive and significant influence between digital competency and training on employee performance. The results of the analysis of the coefficient of determination test obtained an R-square value of 65%. The performance of employees at the Office of the Ministry of Religion in Kuningan Regency was influenced by digital competence and training. Then the remaining 35% are affected by other variables not examined in the following research.

The results of this research are expected to be an evaluation material for the Office of the Ministry of Religion of Kuningan Regency to pay more attention to matters that are solutions to improve digital competence, training and performance of employees of the Office of the Ministry of Religion of Kuningan Regency.

Keywords: *Digital Competence, Training, and Employee Performance*