

ABSTRACT

In the face of the industrial revolution 4.0 which is balanced with technological developments that are happening today, it encourages companies to carry out and carry out digital transformation in running their business. To support the digital transformation that is happening today, PT. Pelindo Regional 2 Cirebon implements several applications to support the performance of the organization. This study aims to determine the influence of digital leadership and organizational culture on employee performance and the role of digital transformation mediation.

This study uses a quantitative approach using descriptive analysis and causality. The survey was conducted to 65 employees of PT. Pelindo Regional 2 Cirebon using saturation sampling techniques and processed using SmartPLS version 3.

The results of the descriptive research show that the variables of digital leadership, organizational culture, digital transformation, and employee performance are included in the good category. The results of the study also show that digital leadership and organizational culture have a positive and significant effect. And digital transformation significantly mediates this influence.

Keywords: *Digital leadership, organizational culture, digital transformation, employee performance.*