

## DAFTAR PUSTAKA

- Abdillah, W., Hartono. (2015). *Partial Least Square (PLS)*. Yogyakarta : Penerbit Andi.
- Adenekan, T.E., & Jimoh, T.A. (2021). Technological Innovation, Digital Competence and Job Performance of Secretaries in Public Tertiary Institutions in Ogun State, Nigeria. *International Journal of Innovative Science and Research Technology*, 6 (12): 5–12.
- Aghimien, D., Ikuabe, M., Aghimien, L.M., Aigbavboa, C., Ngcobo, N., & Yankah, J. (2024). PLS-SEM assessment of the impediments of robotics an automation deployment for effective construction health and safety. *Journal of Facilities Management*, 22(3) :pp. 458-478
- Agustina, R., Kamdi, W., Hadi, S., Muladi, & Nurhadi, D. (2020). Influence of the principal’s digital leadership on the reflective practices of vocational teachers mediated by trust, self efficacy, and work engagement. *International Journal of Learning, Teaching and Educational Research*, 19(11), 24– 40. <https://doi.org/10.26803/ijlter.19.11.2>
- Akdemir, E. (2020). The Determination of Teachers’ Motivation Based on Herzberg’s Motivation Theory. In *TOJET: The Turkish Online Journal of Educational Technology* 19(4).
- AlAjmi, M.K. (2022). The impact of digital leadership on teachers’ technology integration during the COVID-19 pandemic in Kuwait. *International Journal of Educational Research*.
- Aldowah, H., Al-Samarraie, H., & Ghazal, S. (2019). How Course, Contextual, and Technological Challenges are Associated with Instructors’ Individual Challenges to Successfully Implement E-Learning: A Developing Country Perspective. *IEEE Access*, 7, 48792–48806. <https://doi.org/10.1109/ACCESS.2019.2910148>

- Alif, N. N., & Sary, F. P., (2022). The Effect of Communication and Digital Leadership to Employee Performance in RSUD Brigjen H. Hasan Basry. Proceedings of the 5th European International Conference on Industrial Engineering and Operations Management.
- Anwar, K., Widyanti, R., Adawiah, R., & Triyuliadi, U. (2021). The Effect of Work Motivation and Commitment on Teacher Performance. In *International Journal of Science and Society*, 3(4).
- Armstrong, M., & Taylor, S. (2020). *Armstrong's Handbook of Human Resource Management Practice* (15th ed.). New York: Kogan Page.
- Azeem, M., Hayat, A., Nawaz, R., Sajjad, H. M., & Ali, M. (2019). The effect of motivation on employee creativity: Evidence from NGO sector in Southern Punjab, Pakistan. *The International Journal of Business & Management*, 7(2). <https://doi.org/10.24940/theijbm/2019/v7/i2/bm1902-021>
- Basilotta-Gómez-Pablos, V., Matarranz, M., Casado-Aranda, L.-A., Otto, A. (2022). Teachers' digital competencies in higher education: a systematic literature review. *International Journal of Educational Technology in Higher Education*, 19. <https://doi.org/10.1186/s41239-021-00312-8>
- Bahriansyah & Mukhtar, A. (2020). The Effect of Teacher Motivation on Teacher Performance. *International Journal of Trend in Scientific Research and Development*, 5(1).
- Cabero-Almenara, J., Gutiérrez-Castillo, J. J., Barroso-Osuna, J., & Rodríguez-Palacios, A. (2023). Digital Teaching Competence According to the DigCompEdu Framework. Comparative Study in Different Latin American Universities. *Journal of New Approaches in Educational Research*, 12(2), 276–291. <https://doi.org/10.7821/naer.2023.7.1452>
- Cabero-Almenara, J., Romero-Tena, R., & Palacios-Rodríguez, A. (2020). Evaluation of teacher digital competence frameworks through expert judgement: The use of the expert competence coefficient. *Journal of New*

Approaches in Educational Research, 9(2), 275–283.  
<https://doi.org/10.7821/naer.2020.7.578>

Chakraborty, T., Mumtaz Awan, T., Natarajan, A., & Kamran, M. (2023). AGILE LEADERSHIP FOR INDUSTRY 4.0 An Indispensable Approach for the Digital Era. Apple Academic Press, Inc.

Chibuzor, N.V., & Mkpa, M.A. (2023). Smart Education in Nigeria: Meaning, Merits, Problems and Prospects. In International Journal of Latest Research in Humanities and Social Science (IJLRHSS), 6(7).

Demir, K. A. (2021). Smart education framework. Smart Learning Environments, 8(29). <https://doi.org/10.1186/s40561-021-00170-x>

Dessler, G. (2020). Human Resource Management (16th ed.). Pearson.

Díaz-Parra et al., (2022). Smart Education and future trends. In International Journal of Combinatorial Optimization Problems and Informatics, 13 (1).

Dirjen Vokasi. (2020). Program SMK Pusat Keunggulan [Slide Powerpoint]. Kementrian Pendidikan dan Kebudayaan.  
<https://www.scribd.com/document/513784036/SMK-PK>

Dubrin, A. J. (2019). Fundamentals of Organizational Behavior (6th ed.). United States: Academic Media Solutions.

Dwiyani, D., & Sarino, A. (2018). Gaya Kepemimpinan Situasional Kepala Sekolah Dan Motivasi Kerja Guru Sebagai Determinan Kinerja Guru. Manajerial, 3(4).

Edy, Harapan, E., & Tahrin (2021). The Effect of Work Motivation on Elementary School Teachers' Performance. Proceedings of the International Conference on Education Universitas PGRI Palembang.

Elbadiansyah. (2019). Manajemen Sumber Daya Manusia. Cetakan Kesatu. Malang: IRDH.

- Fitriadi, Marsidin, S., & Sabandi, A. (2020). Kebijakan Supervisi dan Penilaian Kinerja Guru guna Mewujudkan Kompetensi, Kinerja, Mutu Pendidikan di Sekolah Dasar Menuju Abad 21. *Edukatif: Jurnal Ilmu Pendidikan*, 2(2): 187-193.
- Fudhla, N. (2023). Interactive and Digital-based Learning Media in Blended Classrooms: The Teachers' Needs, Beliefs and Reflection. *Journal of English Language Teaching*, 12. (1): pp. 380-389, DOI: 10.24036/jelt.v12i1.122865
- Gandolfi, F., & Stone, S., (2018). Leadership, Leadership Styles, and Servant Leadership. *Journal of Management Research*, 18(4).
- Gani, N. A., Utama, R. E., Jaharuddin, & Priharta, A. (2020). *Perilaku Organisasi* (1st ed.). Jakarta: Penerbit Mirqat.
- Garaika, & Darmanah. (2019). *Metodologi Penelitian*. CV. Hira Tech.
- Ghomi, M., & Redecker, C. (2019). Digital competence of educators (DigCompedu): Development and evaluation of a self-assessment instrument for teachers' digital competence. *CSEDU 2019 - Proceedings of the 11th International Conference on Computer Supported Education*, 1, 541–548. <https://doi.org/10.5220/0007679005410548>
- Ghozali, I. (2021). *Structural Equation Model Metode Alternatif dengan Partial Least Square*. Semarang: Badan Penerbit Universitas Diponegoro.
- Graham, C. R., Borup, J., Pulham, E., & Larsen, R. (2019). K–12 Blended Teaching Readiness: Model and Instrument Development. *Journal of Research on Technology in Education*, 51(3), 239–258. <https://doi.org/10.1080/15391523.2019.1586601>
- Hakim, A.R., & Muhdi. (2019). Pengaruh Motivasi Kerja Dan Kompensasi Terhadap Kepuasan Kerja Guru SMK Swasta Di Wilayah Timur Kabupaten Pemalang. *Jurnal Pendidikan Ilmu Sosial*, 29(2).

- Habibah, M. (2022). Pengembangan Kompetensi Digital Guru Pendidikan Agama Islam Sekolah Dasar dalam Kerangka Kurikulum Merdeka. *SITTAH: Journal of Primary Education*, 3(2), 76–89.
- Hamdani, A., Abdulkarim, A., Cahyani, D., & Nugraha, E., (2020). Vocational Education in the Industrial 4.0 Era: Challenges and Opportunities. *Proceedings of the 6th UPI International Conference on TVET*.
- Hartiwi, H., Kozlova, A. Y., & Masitoh, F. (2020). The Effect of Certified Teacher and Principal Leadership Toward Teachers' Performance. *International Journal of Educational Review*, 2(1).
- Hair, J. F., G., Hult, T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Los Angeles: SAGE Publications, Inc
- Hair, J. F., Page, M., & Brunsveld, N. (2020). *Essentials of Business Research Methods (4th ed.)*. Routledge.
- Hair, J. F., et al. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R, Classroom Companion: Business*. [https://doi.org/10.1007/978-3-030-80519-7\\_1](https://doi.org/10.1007/978-3-030-80519-7_1)
- Hashim, H. (2018). Application of Technology in the Digital Era Education. *International Journal of Research in Counseling and Education*, 1(2). <https://doi.org/10.24036/002za0002>
- Hernita, Khurniawan, A. W., Suharto, Marlina, L., & Dwiyanthi, C. Y. S. N. (2018). *Strategi Digitalisasi Sarpras*. Jakarta: Direktorat Sekolah Menengah Kejuruan.
- Hidayat, N., & Khotimah, H. (2018). Pemanfaatan Teknologi Digital dalam Kegiatan Pembelajaran. *Jurnal Pendidikan Dan Pengajaran Sekolah Dasar*, 02(01), 10–15.

- Hidayat, F., Sumantri, S., Rumengan, A. E., Wibisono, C., & Khaddafi, M. (2023). The Effect of Digital Leadership, Information Technology and Digital Competency on Employee Performance in the Digital Era: Mediating Role of Job Satisfaction. *International Journal of Advances in Social Sciences and Humanities*, 2(2), 61–68. <https://doi.org/10.56225/ijassh.v2i2.204>
- Hizam, S. M., Akter, H., Sentosa, I., & Ahmed, W. (2021). Digital Competency of Educators in the Virtual Learning Environment: A Structural Equation Modeling Analysis. *IOP Conference Series: Earth and Environmental Science* 704.
- Indrianto, et al. (2021). *Waktunya Merdeka Belajar*. Tulungagung : Akademia Pustaka.
- Islami, et al. (2022). Strategy to Strengthen Teachers' Digital Competence. *Proceedings of the 5th International Conference on Current Issues in Education (ICCIE 2021) Volume 640*.
- Ismagilova, E., Hughes, L., Dwivedi, Y. K., & Raman, K.R. (2019). Smart cities: Advances in research-An information systems perspective. In *International Journal of Information Management*, 47. <http://hdl.handle.net/10454/16802>
- ISTE. (2018). *International Society for Technology in Education Standards for Education Leaders*. Retrieved from <https://www.iste.org/standards/for-education-leaders>
- Jangjarat, K., Klayklung, P., Chocksathaporn, P., & Maskran, P. (2023). The Impact of Smart Education on Learning Outcomes in the Digital Era: A Systematic Review. *Advance Knowledge for Executives (AKE)*, 2(2). <https://www.researchgate.net/publication/370132061>
- Kemdikbud.(2022, Februari 14). *Pemanfaatan Teknologi Pembelajaran dalam Adaptasi Pandemi Covid-19*. <https://pusdatin.kemdikbud.go.id/pemanfaatan-teknologi-pembelajaran-dalam-adaptasi-pandemi-covid-19/>

- Kepmendikbudristek Nomor 165/M/2021 tentang Program Sekolah Menengah Kejuruan Pusat Keunggulan.
- Khaeruman et al. (2021). Meningkatkan Kinerja Manajemen Sumber Daya Manusia (1st ed.). Banten : CV AA. RIZKY.
- Kohnova, L., Papula, J., & Salajova, N., (2021). Generation Z: Education In The World Of Digitization For The Future Of Organizations. INTED 2021 conference proceedings : 15th International Technology, Education and Development Conference, 8-9 March, 2021 (Online Conference). IATED Academy.
- Kristiani, H., Susanti, E.I., Purnamasari, N., Purba, M., Saad, M.Y., & Anggaeni. (2021). Model Pengembangan Pembelajaran Berdiferensiasi (1st ed.). Kementrian Pendidikan, Kebudayaan, Riset, Dan Teknologi.
- Kumar, R., & Bhatti, S.H., (2020). The Impact of Leadership on Employee Performance in SMEs of Australia. *The Middle East International Journal for Social Sciences*, 2. <https://www.researchgate.net/publication/348394290>
- Kumari, J., & Kumar, J. (2023). Influence of motivation on teachers' job performance. *Humanities and Social Sciences Communications*. <https://doi.org/10.1057/s41599-023-01662-6>
- Machmud, Muhammad Takwin, Rosidah, Della Fadhilatunnisa, and M. Miftach Fakhri. "Indonesia Teacher Competencies in Integrating Information and Communications Technology for Education." *Athens Journal of Technology and Engineering* 8 (4): 331–48. 2021. <https://doi.org/10.30958/ajte.8-4-4>.
- Maleesut, T., Piyawattaviroj, P., & Yasri, P. (2019). Gen X STEM teachers' perceived usefulness and challenges of a blended-learning system. *International Conference on Education and Multimedia Technology 2019, Nagoya, Japan*. <https://doi.org/10.1145/3345120.3345166>
- Malhotra, L., Bhatia, H.K., & Husain, I. (2020). Teaching Digital Natives: An Assessment of Principals' Technological Leadership.

- Mangkunegara, A. A. A. P. (2017). *Manajemen Sumber Daya Manusia*. Perusahaan. Bandung: PT. Remaja Rosdakary.
- Marguna, A. M., & Sangiasseri. (2020). Pengaruh kompetensi digital (E-Skills) terhadap kinerja pustakawan di UPT perpustakaan Universitas Hasanuddin. *JUPITER*, 17(2), 104–116.
- Marbawi, Hamdiah, & Nurmala. (2022). Antecedents Of Competence, Digital Learning and The Influence On Teacher Performance of Senior High School, 2(1). *International Journal of Engineering, Science & Information Technology (IJESTY)*.
- Martinez-Perez, S., Cabero-Almenara, J., Barroso-Osuna, J., & Palacios-Rodríguez, A. (2022). T-MOOC for Initial Teacher Train”?
- Masias-Fernandez, M.G, Acosta, T.Y.N., Rivera, J.L.T., Ayambo-Cortez, W.S., & Chiparra, W.E.M. (2023). Digital Competence and Job Performance In University Teachers in The Public Sector. *International Journal of Professional Business Review*.
- Mizal, B., Julianita., & Tathahira. (2023). The role of school principal as motivator in utilization of digital technology at SMAN 5 Takengon. *International Journal of Education, Language, and Religion*, 5(1), 61-73. doi: <https://doi.org/10.35308/ijelr.v5i1.7430>
- Moslem, M. (2023). Pengaruh Digital Competency, Self-Leadership Dan Innovative Work Behavior Terhadap Teacher Performance Di Sekolah Yayasan Islamic A Samarinda. Tesis Magister Manajemen Universitas Telkom Bandung.
- Muhfizar et al. (2021). *Pengantar Manajemen (Teori dan Konsep)*. Bandung : CV Media Sains Indonesia.



- Munawir, M., Yasmin, A., & Wadud, A. J. (2023). Memahami Penilaian Kinerja Guru. *Jurnal Ilmiah Profesi Pendidikan*, 8(1b), 627–634. <https://doi.org/10.29303/jipp.v8i1b.1237>
- Munoz-Repiso, A. G.-V., Martín, S. C., & Gómez-Pablos, V. M. B. (2020). Validation of an Indicator Model (INCODIES) for Assessing Student Digital Competence in Basic Education. *Journal of New Approaches in Educational Research*, 9(1), 110–125. <https://doi.org/10.7821/naer.2020.1.459>
- Musyaffi, Michael, A., Khairunnisa, H., & Respati, D. K. (2022). Konsep dasar Structural Equation Model partial Least Square (SEM-PLS) menggunakan Smartpls Partial Least Square (SEM-PLS) using Smartpls. Tangerang Selatan : Pascal Books.
- Mustiningsih, Maisyaroh, Benty, D. D. N. (2020). Training on Improving Learning Skills in the Era of Disruption for Primary School Principals and Teachers. *Proceedings of the 6th International Conference on Education and Technology (ICET 2020)*.
- Omar, N. M., Ismail, S. N., & Kasim, L. A., (2020). Karakter Kepemimpinan Teknologi Pengetua Dalam Pengintegrasian ICT Di Sekolah Menengah. *JURNAL KEPIMPINAN PENDIDIKAN*, 7(1).
- Papilaya, J., Tuakora, P., & Rijal, M. (2019). Compensation, transparency, and motivation effects on the performance of junior high school teachers in Western Seram, Indonesia. *International Journal of Instruction*, 12(3), 439–458. <https://doi.org/10.29333/iji.2019.12327a>
- Palimbong, A., Limbong, M., & Tambunan, W. (2022). The Effect of Digital Competence on Improving Teacher Performance: A Case of Harapan Christian Vocational School in Rantepao. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(3), 21043–21050.

- Panisoara I. O., Lazar, I., Panisoara, G., Chirca R., & Ursu, A.S. (2020). Motivation and Continuance Intention towards Online Instruction among Teachers during the COVID-19 Pandemic: The Mediating Effect of Burnout and Technostress.
- Parlindungan, T. B. (2019). The Impact of Employee's Motivation and Leadership on Employee's Work Satisfaction (Case Study in 26 Health Clinics in Tangerang). School of Business and Management Institut Teknologi Bandung. *International Journal of Environmental Research and Public Health*.
- Patmasari, L., Hidayati, D., Ndari, W., & Sardi, C. (2023). Digitalisasi Pembelajaran Yang Berpusat Pada Siswa Di Smk Pusat Keunggulan. *Jurnal Ilmiah Mandala Education (JIME)*, 9(1).
- Peramesti, N. P. D. Y., & Kusmana, D. (2018). Kepemimpinan Ideal Pada Era Generasi Milenial. *Transformasi: Jurnal Manajemen Pemerintahan*, 10(1), 73–84. <https://doi.org/10.33701/jt.v10i1.413>
- Perifanou, M. A., & Economides, A. (2019). An Instrument for The Digital Competence Actions Framework. An Instrument for The Digital Competence Actions Framework., 11th-13th November 2019, Seville, Spain, 11139–11145.
- Persada, I.N., Maizar, & Nabella, S.D., (2023). The Influence Of Leadership, Motivation And Incentives On The Performance Of Personel Of The Operations Section Of Polda Kepri. *International Journal of Accounting, Management, Economics and Social Sciences*, 1(4).
- Pianda, D. (2018). *Kinerja Guru: Kompetensi Guru, Motivasi Kerja dan Kepemimpinan Kepala Sekolah*. Sukabumi: Jejak Publisher.
- Piramanayagam, S., Alanvijay, A., & Seal, P. P. (2024). Assessing Online Teaching Motivation, Satisfaction, and Intention among Teachers: A Structural Equation Modeling Approach. *International Journal of Instruction*, 17(1), 295–312. <https://doi.org/10.29333/iji.2024.17116a>

- Prasetyo, A. P., Sary, F. P., & Ferinia, R. (2021). *Manajemen Sumber Daya Manusia Strategis*. Bandung: Tel-U Press.
- Pribadi, L.A., Nurdin, D., & Edy, S. (2024). Digital Leadership In Improving Teacher Performance During The Covid-19 Pandemic. *International Journal Of Humanities Education And Social Sciences (IJHESS)*, 3(4).
- Prosekov, A., Morozova, I. S., & Filatova, E. V. (2020). A Case Study of Developing Research Competency in University Students. *European Journal of Contemporary Education*, 9(3). <https://doi.org/10.13187/ejced.2020.3.592>
- Promsri, C. (2019). Developing Model of Digital Leadership for a Successful Digital Transformation. *International Journal of Business Management*, 2(8).
- Ratnani, A.D., Istiatin, & Sarsono (2021). Teacher Performance Reviewed From Professional Competencies, Infrastructure Facilities, Motivation, And Work Discipline (Study on Education Staff at SMP Batik Surakarta). *International Journal Business and Accounting Research (IJEBAR)*, 5(3).
- Rahim, F.R., Widodo, A., Suhandi, A., & Ha, M. (2023). Digital Competencies of Pre-Service Teachers in Indonesia: Are They Qualified for Digital Education?. *INDONESIAN JOURNAL OF EDUCATIONAL RESEARCH AND REVIEW*, 6(3). <https://doi.org/10.23887/ijerr.v6i3.61882>
- Redecker, C., & Punie, Y. (2017). *European framework for the digital competence of educators: DigCompEdu*. Publications Office of the European Union: Luxembourg.
- Republik Indonesia. 2005. *Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 Tentang Guru Dan Dosen*. <https://peraturan.bpk.go.id/Details/40266/uu-no-14-tahun-2005>
- Riduwan, D., & Kuncoro, A. (2017). *Cara Menggunakan dan Memakai Path Analysis*. Bandung: Alfabeta.

- Riski, A., & Rino, R. (2023). The Effect of Digital Leadership Style, Motivation, and Work Ability on Employee Performance After the Covid-19 Pandemic. *Edunesia : Jurnal Ilmiah Pendidikan*, 5(1), 424–441. <https://doi.org/10.51276/edu.v5i1.647>
- Robbins, S. P., Judge, T., & Vohra, N. (2018). *Organizational behavior*, 18th Edition. Pearson.
- Roman, A. V., van Wart, M., Wang, X., Liu, C., Kim, S., & McCarthy, A. (2018). Defining E-leadership as Competence in ICT-Mediated Communications: An Exploratory Assessment. *Public Administration Review*, 79(6), 853–866. <https://doi.org/10.1111/puar.12980>
- Rustomo & Ismuni, M. (2022) Manajemen Sekolah Menengah Kejuruan Berbasis Islam Menghadapi Kebijakan Pemerintah: Inpres Nomor 9 Tahun 2016 “Revitalisasi SMK”. *Jurnal Economicus*, 15 (2).
- Saputra, N., & Saputra, A. M. (2020). Transforming into Digital Organization by Orchestrating Culture, Leadership, and Competence in Digital Context. *GATR Global Journal of Business and Social Science Review (GJBSSR)*. Vol. 8(4) OCT-DEC 2020, 8(4), 208–216. [https://doi.org/10.35609/gjbssr.2020.8.4\(2\)](https://doi.org/10.35609/gjbssr.2020.8.4(2))
- Sari, P.I., Mustika, D., Wandri, R. (2024). The Role of the Principal as an Educator in Developing Capability Teacher Information And Communication Technology. *IT Journal Research and Development (ITJRD)*, 8(2).
- Sari et al. (2023). *Dasar-Dasar Metodologi Penelitian* (1st ed.). Jayapura : CV Angkasa Pelangi.
- Sari, R.A., Santosa M.H., Padmadewi, N.N., Ratminingsih, N.M., Nitiasih, P.K., Budasi, I.G. (2023). Readiness of Gen X English High School Teachers in Integrating Teaching with Technology. *Journal of Education Technology*, 7(2) : 361-371.

- Sary, F. P., Dudij, N., & Moslem, M. (2022). Digital Competency, Self-Leadership, and Innovative Work Behavior towards Teacher Performance in Islamic Educational Foundation, Samarinda, Indonesia. In Proceedings of the 3rd Asia Pacific International Conference on Industrial Engineering and Operations Management.
- Setiawan, R., & Munajah, R. (2020). Evaluation of the application of online learning in Indonesian universities. *TEM Journal*, 9(3), 1194–1199. <https://doi.org/10.18421/TEM93-46>
- Setyaningsih, S., & Suchyadi, Y. (2021). Implementation of Principal Academic Supervision To Improve Teacher Performance in North Bogor. *Jhss : Journal of Humanities and Social Studies*, 5(2), 179–183. <https://doi.org/10.33751/jhss.v5i2.3909>
- Sidharta, I., (2023). The Effect of Motivation on Teacher Performance: Mediating Role of Knowledge Sharing. *Jurnal Ekonomi Bisnis & Entrepreneurship*, 17(1), 183–194.
- Silalahi, M., Simatupang, S., Romy, E., Candra, V., & Sudirman, A. (2021). Analysis of Teacher Performance Assessed from the Aspects of Organizational Culture, Motivation, and Competence. *Journal of Educational Research and Evaluation*, 5(3), 406–413.
- Sow, M., & Aborbie, S. (2018). Impact of Leadership on Digital Transformation. *Business and Economic Research*, 8(3), 139. <https://doi.org/10.5296/ber.v8i3.13368>
- Subade, M.T. (2024). Digital Leadership of School Heads and Teachers' Technological Proficiency on School Outcomes, Schools Division Office of Laguna. *International Journal of Research Publications (IJRP.ORG)*, 148(1), 311-325.

- Sudrajat, J. (2020). Kompetensi guru di masa pandemi Covid-19. *Jurnal Riset Ekonomi Dan Bisnis*, 13(1), 100–110.  
<https://doi.org/10.26623/jreb.v13i2.2434>
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, R&D*. Bandung: Alfabeta.
- Sulkowski, L. (2023). *Managing the Digital University : Paradigms, Leadership, and Organization*. New York: Routledge.  
<https://doi.org/10.4324/9781003366409>
- Suhardi, D., Basem, Z., & Supardi. (2022). The Effect of Leadership and Motivation on Teacher Performance at SMK Negeri 1 Bangkinang. *Jurnal Riset Manajemen Indonesia*, 4(1), 126–136.  
<https://doi.org/10.55768/jrmi.v4i1.124>
- Sunaryo, W. A., Tabroni, Putriana, L., Salim, F., & Sihite, M. (2021). Pengaruh Budaya Organisasi dan Gaya Kepemimpinan Digital Terhadap Motivasi dan Dampaknya pada Kinerja Karyawan PT. Hexa Dental Indonesia di Bogor. *Jurnal Sosial Dan Teknologi (SOSTECH)*, 1(9), 1060–1069.
- Suryati, I., Ratih, K., & Maryadi (2023). Teachers' Challenges in Implementing Differentiated Instruction in Teaching English at One of West Java Junior High School. *Journal Eduvest*. 3(9), 1693-1708.
- Syahza, A. (2021) *Metodologi Penelitian, Edisi Revisi*. Pekanbaru : UR Press.
- Talibo, T., Ansar, & Arifin. (2023). Hubungan E-Leadership dan Kemampuan Penerapan Inovasi Teknologi Digital Terhadap Kinerja Guru dalam Pembelajaran Jarak Jauh. *AKSARA: Jurnal Ilmu Pendidikan Nonformal*, 09(1), 817-824.
- Taghva, M. R., Fard, T. M., Taheri, M. S., & Omidinia, S. (2019). Smart school development and implementation e-learning in developing countries-case study of Iran. *Journal of Advanced Pharmacy Education & Research*, 9.

- Tandeas, W., Sibarani, J., Pakpahan, E., Purba, K., & Lubis, S., (2021). The Effect Of School Leadership And Motivation On Teacher Performance Through Work Satisfaction At Cinta Budaya Elementary School In Medan. *International Journal of Business, Economics and Law*, 24(3).
- Taufik, M. (2019). Pengaruh Kepemimpinan Transformasional Kepala Sekolah Terhadap Kinerja Guru. *Jurnal Wahana Karya Ilmiah\_Pascasarjana (S2) PAI Unsika*, 3(2), 465–479.
- Thalib, A.S., Sary, F.P., & Witjara, E. 2024. The Influence of Organizational Culture and Digital Competence on Employee Performance Mediates Digital Transformation in English Language Education Institutions in Malang City. *Jurnal Syntax Transformation*, 5(1), 89-107.
- Thomas, C. G. (2021). *Research Methodology and Scientific Writing* (2nd ed.). Thrissur: Springer. <https://doi.org/10.1007/978-3-030-64865-7>
- Timan, A., Mustiningsih, & Imron, A. (2022). Digital Leadership Kepala Sekolah Hubungannya dengan Kinerja Guru dan Kompetensi Siswa Era Abad 21. *JAMP: Jurnal Adminitrasi dan Manajemen Pendidikan*, 5(4).
- Timotheou, et al. (2022). Impacts of digital technologies on education and factors influencing schools' digital capacity and transformation: A literature review. *Education and Information Technologies* (2023) 28:6695–6726.
- Uno, H. B., & Lamatenggo, N. (2015). *Teori Kinerja dan Pengukurannya*. Jakarta: Bumi Aksara.
- Veirissa, A. H. (2021). *Kualitas Guru di Indonesia*. Prosiding Seminar Nasional Pascasarjana.
- Waskito, S.K. (2021). The Role Digital Competence On Lecturer Performance Of S1 Accountancy Study Program Of Private Universities In Bandung Metropolitan Area Through Work Satisfaction With Servant Leadership As Moderating Variable. *Dinasti International Journal of Management Science*. 3 (1). 83–99.

- Widyaputri, P., & Sary, F.P. (2022) Digital Leadership and Organizational Communication Toward Millennial Employees in a Telecommunication Company. *Corporate Governance and Organizational Behavior Review* 6(4), 157-167. <https://doi.org/10.22495/cgobrv6i4p15>
- Wijaya, C. (2017). *Perilaku Organisasi*. Medan: Lembaga Peduli Pengembangan Pendidikan Indonesia (LPPPI).
- Yusanti, T. I., & Suprapti, S. (2023). Influence Of Workload And Digital Competency On Performance Of Employees (Study on State Civil Apparatus at the Department of Public Works and Spatial Planning of Batang Regency). *The 1st Proceeding of The International Conference on Business and Economics*,1(1).
- Zamzani, A., Anugrawati, N., & Junaid. (2022). Teachers' creativity in using digital learning media during the covid 19 pandemic at SMP Negeri 13 Makassar. *Journal of Computer Interaction in Education*, 5(1), 21–28. Retrieved from <https://jurnal.fkip.unismuh.ac.id/index.php/jcie/article/view/34>
- Zhang, et al. (2024). Improving Teachers' Digital Competence in Higher Education: A Systematic Literature Review. *International Journal of Academic Research in Progressive Education and Development*, 13 (1).