

referensi

- Alhaqq, R. I., & Ruldeviyani, Y. (2022). *Analisis sentimen terhadap penggunaan aplikasi MySAPK BKN di google play store I Made Kurniawan Putra meteorological climatological and geophysical agency*. <https://www.researchgate.net/publication/367216412>
- Amirova, A., Iskendirova, S., Daueshova, A., Zhanseitov, A., & Abylasimov, M. (2025). The Impai of digital HRM implementation on public sector performance: A quantitative analysis of service delivery efficiency. *Economics*, *13*(3), 303–318. <https://doi.org/10.2478/eoik-2025-0067>
- Arsad, R. (2024). Measuring efficiency performance in economic productivity function: parametric and non-parametric frontier approach. *Ijriss*, *viii*, 1–11. <https://doi.org/10.47772/ijriss>
- Azzahra, S., & Pratiwi, N. A. (2025). Exploring the impact of digital transformation on human resource management: A bibliometric analysis of strategic innovation and organizational efficiency. *Indonesian Journal of Advanced Research*, *4*(6), 701–718. <https://doi.org/10.55927/ijar.v4i6.14786>
- Bondarouk, T., & Brewster, C. (2016). Conceptualising the future of HRM and technology research. *International Journal of Human Resource Management*, *27*(21), 2652–2671. <https://doi.org/10.1080/09585192.2016.1232296>
- Borozan, D. (2021). Technical efficiency and productivity change in the european union with undesirable output considered. *Energies*, *14*(16). <https://doi.org/10.3390/en14164937>
- Borrmann, A., König, M., Koch, C., & Beetz, J. (2018). Building information modeling: Why? What? How? *Building Information Modeling: Technology Foundations and Industry Practice*, 1–24. https://doi.org/10.1007/978-3-319-92862-3_1
- Bozkus, K., & Bozkus, K. (2023). *Organizational Culture Change and Technology: Navigating the Digital Transformation*. <https://doi.org/10.5772/INTECHOPEN.112903>
- Cabero-Almenara, J., Barroso-Osuna, J., Gutiérrez-Castillo, J. J., & Palacios-Rodríguez, A. (2021). The teaching digital competence of health sciences teachers. A study at andalusian universities (Spain). *International*

Journal of Environmental Research and Public Health, 18(5), 1–13.
<https://doi.org/10.3390/ijerph18052552>

Davis, Fred. , D. (2013). *Davis 1989*. 1–23.

Dehalwar Kavita, Dr. ,. (2024). *Basics of research rethodology-writing and publication*. EduPub and Indian Council of Social Science Research (icssr). www.edupub.org

Digitalisasi, U., Daya, M. S., Herlin, M., & Setianingrum, W. (2024). Urgensi Digitalisasi Manajemen Sumber Daya Manusia. *Innovative: Journal Of Social Science Research*, 4(3), 10314–10321.
<https://doi.org/10.31004/INNOVATIVE.V4I3.11668>

Dwiyanto, A. (2018). *Reformasi birokrasi publik di Indonesia [sumber elektronis]*. UGM Press.

Febrinanda, V. (2025). Digitalisasi Sistem Manajemen SDM dalam Meningkatkan Produktivitas Karyawan Generasi Milenial dan Z. *Journal of Management*, 1(1), 34–43.
<https://managementjournalpasadena.com/behavior/article/view/4>

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. In *Source: Journal of Marketing Research* (Vol. 18, Number 1).
<http://www.jstor.org/stable/3151312>

Gabriell, M., & Erfan, F. (2024). *Analysis of digital skills development in the public sector in Indonesia*. www.smeru.or.id.

Gary Stanley Becker. (1964). *Human capital: A theoretical and empirical analysis, with special reference to education*. National Bureau of Economic Research.

Guillén-Gámez, F. D., Ruiz-Palmero, J., & Gómez-García, M. (2024). Digital competences in research: creativity and entrepreneurship as essential predictors for teacher training. *Journal of Computers in Education*, 11(4), 1263–1282. <https://doi.org/10.1007/s40692-023-00299-3>

Hanifah, Z., & Frinaldi, A. (2025). Inovasi budaya organisasi di sektor publik: strategi adaptasi terhadap disrupsi digital. *Social: jurnal inovasi pendidikan ips*, 5(2), 296–305.
<https://doi.org/10.51878/social.V5I2.5377>

- Hayes, A. F., & Preacher, K. J. (2014). Statistical mediation analysis with a multicategorical independent variable. *British Journal of Mathematical and Statistical Psychology*, 67(3), 451–470.
- Henseler, J., Hubona, G., & Ray, P. A. (2016). Using PLS path modeling in new technology research: Updated guidelines. *Industrial Management and Data Systems*, 116(1), 2–20. <https://doi.org/10.1108/IMDS-09-2015-0382>
- 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(1). <https://doi.org/10.1088/1755-1315/704/1/012023>
- Husein Umar. (2013). *Metode penelitian untuk skripsi dan tesis*. rajawali pers.
- Ingsih Kusni, et. all. (2024). Kusni Ingsih, et.all, 2024-The role of digital competente in improving service quality and employee performance id. *manajemen sumber daya manusia*, 1–9.
- Jacob Cohen. (1988). *Statistical power analysis for the behavioral sciences second edition*. https://www.taylorfrancis.com/books/mono/10.4324/9780203771587/statistical-power-analysis-behavioral-sciences-jacob-cohen?utm_source=chatgpt.com
- Joseph F. Hair Jr, T. M. H. G. M. M. Ri. C. S. M. P. D. N. R. S. (2021). *Classroom companion: Business partial least squares structural equation modeling (PLS-SEM) using r aa workbook*. <http://www.springer.com/series/16374>
- Kardiyem, K., Bandi, B., Kristiani, K., & Setyowibowo, F. (2023). Strategy for digital competence development of economics, business and accounting lecturers : Human capital theory review. *jurnal kependidikan: jurnal hasil penelitian dan kajian kepustakaan di bidang pendidikan, pengajaran dan pembelajaran*, 9(3), 936. <https://doi.org/10.33394/jk.v9i3.8637>
- KemenpanRB. (2023a). *Laporan pelaksanaan SPBE, evaluasi laporan pelaksanaan*. <https://www.menpan.go.id/site/download/file/6886-6-laporan-hasil-evaluasi-spbe-tahun-2023>
- KemenpanRB. (2023b). *Peraturan-menteri-panrb-no.-3-tahun-2023*. 1–77.

- Laporan Ombudsman RI. (2022). *Laporan tahunan ombudsman ri tahun 2023*.
- Lopes, A. S., Sargento, A., & Farto, J. (2023). Training in digital skills—the perspective of workers in public sector. *Sustainability (Switzerland)*, *15*(13). <https://doi.org/10.3390/su151310577>
- Lušňáková, Z., Dicsérová, S., & Šajbidorová, M. (2021). Efficiency of managerial work and performance of managers: Time management point of view. *behavioral sciences*, *11*(12). <https://doi.org/10.3390/bs11120166>
- Made Ermawati, N., Ayu Putu Sri Widnyani, I., & Made Kartika, I. (2024). Pengaruh kompetensi digital, sistem informasi sumber daya manusia dan integritas terhadap kinerja pegawai negeri sipil badan kepegawaian dan pengembangan sumber daya manusia kabupaten. *Jurnal Ilmiah Global Education*, *5*(3), 1–7. <https://doi.org/10.55681/jige.v5i3.3330>
- Marasabessy¹, A., Savitri, E., Yanto, F., Eka Nugraha, R., & Ruhana, F. (2025). *Penerapan sistem pemerintahan berbasis elektronik (SPBE) di lingkungan kementerian agama*. *6*(5). <https://doi.org/10.38035/jemsi.v6i5>
- McConville, Michael., & Chui, W. Hong. (2017). *Research methods for law*. edinburgh university press.
- Meijerink, J., Boons, M., Keegan, A., & Marler, J. (2021). Algorithmic human resource management: Synthesizing developments and cross-disciplinary insights on digital HRM. *international journal of human resource management*, *32*(12), 2545–2562. <https://doi.org/10.1080/09585192.2021.1925326>
- Muchsam, Y., Respati, G., Yuda, M. S., & Maulana, M. A. (2025). Peran e-hrm dalam meningkatkan praktik green hrm: studi tentang kinerja organisasi berkelanjutan di era digital. *e-bisnis: jurnal ilmiah ekonomi dan bisnis*, *18*(2), 71–80. <https://doi.org/10.51903/e-bisnis.v18i2.2602>
- Nauli, H., Nauli, K., Sinaga, I. S., Nauli, M., & Sitompul, P. (2025). tren pengembangan kompetensi karyawan dalam era digital: tinjauan literatur sistematis. *sibatik journal: jurnal ilmiah bidang sosial, ekonomi, budaya, teknologi, dan pendidikan*, *4*(6), 863–876. <https://doi.org/10.54443/sibatik.v4i6.2828>
- Negri, C., & Dincă, G. (2023). Public sector’s efficiency as a reflection of governance quality, an European Union study. *PLoS ONE*, *18*(9 September). <https://doi.org/10.1371/journal.pone.0291048>

- Nicolaou, C., Matsiola, M., & Kalliris, G. (2019). Technology-enhanced learning and teaching methodologies through audiovisual media. *education sciences 2019*, vol. 9, page 196, 9(3), 196. <https://doi.org/10.3390/educsci9030196>
- Novitasari¹, D., Tamaela Nasution, D., Pratikno, G. E., & Fauzi, A. (2025). Transformasi manajemen SDM ASN di era digital: Kajian literature atas kompetensi digital, sistem merit, dan gaya kepemimpinan. *Jurnal ekonomi manajemen sistem informasi*, 6, 1–10. <https://doi.org/10.38035/jemsi.v6i6>
- Nyathi, M., & Kekwaletswe, R. (2022). Realizing employee and organizational performance gains through electronic human resource management use in developing countries. *african journal of economic and management studies*, 14(1), 121–134. <https://doi.org/10.1108/ajems-11-2021-0489>
- Nyathi, M., & Kekwaletswe, R. (2023). Electronic human resource management (e-HRM) configuration for organizational success: inclusion of employee outcomes as contextual variables. *journal of organizational effectiveness*, 11(1), 196–212. <https://doi.org/10.1108/joepp-08-2022-0237>
- Picazo Rodríguez, B., Verdú-Jover, A. J., Estrada-Cruz, M., & Gomez-Gras, J. M. (2024). Does digital transformation increase firms' productivity perception? The role of technostress and work engagement. *europaean journal of management and business economics*, 33(2), 137–156. <https://doi.org/10.1108/ejmbe-06-2022-0177/full/pdf>
- Piwowar-Sulej, K., Blštáková, J., Ližbetinová, L., & Zagorsek, B. (2024). The impact of digitalization on employees' future competencies: has human resource development a conditional role here? *journal of organizational change management*, 37(8), 36–52. <https://doi.org/10.1108/JOCM-10-2023-0426>
- Popa, I., Ștefan, S. C., Olariu, A. A., & Popa, Ștefan C. (2024). Integrating digitalization opportunities into innovative public organizations' management process. *journal of innovation & knowledge*, 9(4). <https://doi.org/10.1016/J.JIK.2024.100564>
- Ruiz, L., Benitez, J., Castillo, A., & Braojos, J. (2024). Digital human resource strategy: Conceptualization, theoretical development, and an empirical

- examination of its impact on firm performance. *information and management*, 61(4). <https://doi.org/10.1016/j.im.2024.103966>
- Saputra, J., Siregar, S., & Kamilah, K. (2024). Enhancing audit quality through a sharia-based model. *share: jurnal ekonomi dan keuangan islam*, 13(2), 849–879. <https://doi.org/10.22373/share.v13i2.25116>
- Sarstedt, M., & Liu, Y. (2024). Advanced marketing analytics using partial least squares structural equation modeling (PLS-SEM). in *journal of marketing analytics* (vol. 12, number 1, pp. 1–5). palgrave macmillan. <https://doi.org/10.1057/s41270-023-00279-7>
- Saunders M. N. K., author, Saunders Mark N. K., author, & Saunders, M. N. K. author. (2019). Research methods for business students. 2019, *Eighth Edition*. https://books.google.com/books/about/Research_Methods_for_Business_Students.html?hl=id&id=TMGYDwAAQBAJ
- Seipalla, F., Liem, N., Siregar, D., Martdana, A., & Paramarta, V. (2024). The impact of digitalization on human resource management practices. *firm journal of management studies*, 9(2).
- Sekaran, U. (2014). *Metodologi penelitian untuk bisnis (research methods for business)* (buku 1 edi). salemba empat.
- Setyobudi, B., Nengtyas, T. A., Suspaharianti, & Nawawi, M. A. (2025). Dampak beban kerja pada tingkat turnover intention karyawan di dealer mobil bekas rara jaya motor (rjm). *bisei: jurnal bisnis dan ekonomi islam*, 10(2), 77–86. <https://doi.org/10.33752/bisei.v10i2.10552>
- Seymour Geisser. (1975). *Technical report 255 predictivism and sample reuse Seymour Geisser*. 1–21.
- Sosial, J. I., Bisnis, D., Naffis Ayyasy, A., & Maelani, S. (2024). Tantangan kompetensi sdm dalam menghadapi era digital: sebuah literatur review. *jurnal ilmu sosial, manajemen, akuntansi dan bisnis*, 1(2), 53–59. <https://doi.org/10.70508/2egxeq43>
- Stone, M. (1974). Cross-Validatory choice and assessment of statistical predictions. in *journal of the royal statistical society. series b (methodological)* (vol. 36, number 2).

- Strohmeier, S. (2020). Digital human resource management: A conceptual clarification. *german journal of human resource management*, 34(3), 345–365. <https://doi.org/10.1177/2397002220921131>
- Supriyadi. (2024). Supriyadi, 2024-Integrasi sistem informasi MSDM dalam tranformasi digital. *jurnal ekonomi dan bisnis*, 4.
- Syafrudin. (2019). *Menpan: Pembangunan SDM dorong pemerintahan efektif dan efisien*. Antaranews.Com.
- Uma Sekaran, R. B. (2020). *Research methods for business: A skill building approach*, -8/E. (8th ed.). Wiley. https://books.google.co.id/books/about/Research_Methods_For_Busines_s.html?id=ot8qeaaaqbaj&redir_esc=y
- Vuorikari, R., Kluzer, S., & Punie, Y. (2022). *DigComp 2.2 - The digital competence framework for citizens*. <https://doi.org/10.2760/115376>
- Wahyudi, A., Bhismi, M., Assyamiri, T., Al Aluf, W., Fadhillah, M. R., Yolanda, S., & Anshori, M. I. (2023). Dampak transformasi era digital terhadap manajemen sumber daya manusia. *jurnal bintang manajemen*, 1(4), 99–111. <https://doi.org/10.55606/jubima.v1i4.2222>
- Yulianah, Y. (2024). Digital transformation in human resource management: Strategy and implementation. *jurnal ekonomi*, 13, 2024. <https://doi.org/10.54209/ekonomi.v13i02>
- Zhao, Y., Sánchez Gómez, M. C., Pinto Llorente, A. M., & Zhao, L. (2021). Digital competence in higher education: Students' perception and personal factors. *Sustainability (Switzerland)*, 13(21). <https://doi.org/10.3390/su132112184>
- Zhou, Y., Cheng, Y., Zou, Y., & Liu, G. (2022). e-HRM: A meta-analysis of the antecedents, consequences, and cross-national moderators. *human resource management review*, 32(4). <https://doi.org/10.1016/j.hrmr.2021.100862>

