

**THE ROLE OF DIGITALIZATION IN MODERATING THE
EFFECT OF ORGANIZATIONAL COMMITMENT,
EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE,
AND ORGANIZATIONAL CULTURE
ON TEACHER PERFORMANCE
(Survey of Civil Servant Elementary School Teachers in
Tasikmalaya City)**

ABSTRACT

By:
ELSA KRISTINA
NPM. 248334111048

Supervisor 1: Ade Komaludin
Supervisor 2: Jajang Badruzaman

This study aims to determine the effect of Organizational Commitment, Emotional Intelligence, Spiritual Intelligence, and Organizational Culture on Teacher Performance, with Digitalization as a moderating variable. The study was conducted on ASN elementary school teachers in Tasikmalaya City. The research method used is quantitative descriptive and inferential, with independent variables of Organizational Commitment, Emotional Intelligence, Spiritual Intelligence and Organizational Culture, dependent variable of Teacher Performance and moderating variable of Digitalization. The population in this study were all ASN Elementary School teachers in Tasikmalaya City totaling 2156 teachers with a sample size of 338 with a sampling technique using proportionate stratified random sampling. The type of data used is cross section with primary data sources, the analysis technique used Partial Least Squares Structural Equation Modeling. The results of this study indicate that organizational commitment, emotional intelligence, spiritual intelligence, organizational culture, digitalization, and teacher performance are in Very Good condition. Organizational commitment, emotional intelligence, spiritual intelligence, and organizational culture jointly influence teacher performance. Organizational commitment, emotional intelligence, spiritual intelligence, and organizational culture partially have a positive effect on teacher performance. Digitalization can positively moderate the influence of organizational commitment, emotional intelligence, spiritual intelligence, and organizational culture on teacher performance.

Keywords: *digitalization, organizational commitment, emotional intelligence, spiritual intelligence, organizational culture, teacher performance.*

**PERAN DIGITALISASI DALAM MEMODERASI
PENGARUH KOMITMEN ORGANISASI,
KECERDASAN EMOSIONAL, KecERDASAN SPIRITUAL
DAN BUDAYA ORGANISASI TERHADAP KINERJA GURU
(Survey pada guru ASN Sekolah Dasar di Kota Tasikmalaya)**

ABSTRAK

Oleh:

ELSA KRISTINA

NPM. 248334111048

Pembimbing 1: Ade Komaludin

Pembimbing 2: Jajang Badruzaman

Penelitian ini bertujuan untuk mengetahui pengaruh Komitmen Organisasi, Kecerdasan Emosional, Kecerdasan Spiritual dan Budaya Organisasi Terhadap Kinerja Guru dengan Digitalisasi sebagai variabel moderasi. Studi dilakukan pada guru ASN Sekolah Dasar di Kota Tasikmalaya. Metode penelitian yang digunakan yaitu kuantitatif deskriptif dan inferensial, dengan variabel independen Komitmen Organisasi, Kecerdasan Emosional, Kecerdasan Spiritual dan Budaya Organisasi, variabel dependen Kinerja Guru dan variabel moderasi Digitalisasi. Populasi pada penelitian ini yaitu seluruh guru ASN Sekolah Dasar di Kota Tasikmalaya sebanyak 2156 guru dengan ukuran sampel sebanyak 338 dengan teknik pengambilan sampel menggunakan *proportionate stratified random sampling*. Jenis data yang digunakan yaitu *cross section* dengan sumber data primer, teknik analisis yang digunakan *Partial Least Squares Structural Equation Modeling*. Hasil penelitian ini menunjukkan bahwa komitmen organisasi, kecerdasan emosional, kecerdasan spiritual, budaya organisasi, digitalisasi, kinerja guru berada pada kondisi Sangat Baik. Komitmen organisasi, kecerdasan emosional, kecerdasan spiritual dan budaya organisasi secara bersama-sama berpengaruh terhadap kinerja guru. Komitmen organisasi, kecerdasan emosional, kecerdasan spiritual dan budaya organisasi secara parsial berpengaruh positif terhadap kinerja guru. Digitalisasi mampu memoderasi positif pada pengaruh komitmen organisasi, kecerdasan emosional, kecerdasan spiritual dan budaya organisasi terhadap kinerja guru.

Kata Kunci : digitalisasi, komitmen organisasi, kecerdasan emosional, kecerdasan spiritual, budaya organisasi, kinerja guru