

ABSTRAK

Manik, Maria Rezeki. (2024). Pengaruh dimensi-dimensi literasi digital terhadap kinerja pegawai negeri sipil di Indonesia. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk melihat apakah terdapat pengaruh dimensi-dimensi literasi digital terhadap kinerja pada PNS di Indonesia. Hipotesis dalam penelitian ialah: (1) terdapat pengaruh positif dimensi *Ethics and Responsibility* (ER) terhadap kinerja PNS di Indonesia; (2) terdapat pengaruh positif dimensi *General Knowledge and Functional Skills* (GKFS) terhadap kinerja PNS di Indonesia; (3) terdapat pengaruh positif dimensi *Daily Usage* (DU) terhadap kinerja PNS di Indonesia; (4) terdapat pengaruh positif dimensi *Advance Production* (AP) terhadap kinerja PNS di Indonesia; (5) terdapat pengaruh positif dimensi *Privacy and Security* (PS) terhadap kinerja PNS di Indonesia; dan (6) terdapat pengaruh positif *Social Dimension* (SD) terhadap kinerja PNS di Indonesia. Pengambilan data penelitian dilakukan dengan menggunakan *Digital Literacy Scale* ($\alpha = 0,805$ (ER); $\alpha = 0,843$ (GKFS); $\alpha = 0,843$ (DU); $\alpha = 0,762$ (AP); $\alpha = 0,867$ (PS); $\alpha = 0,578$ (SD)) milik Bayrakci dan Narmanlioglu (2021) yang diadaptasi ke dalam Bahasa Indonesia dan *Individual Work Performance Questionnaire* ($\alpha = 0,084$ (*Task Performance*); $\alpha = 0,881$ (*Contextual Performance*); $\alpha = 0,734$ (*Counterproductive Work Behavior*)) versi Bahasa Indonesia milik Koopmans et al. (2014) yang telah diadaptasi ke dalam Bahasa Indonesia oleh Widyastuti dan Hidayat (2018). Analisis regresi ganda digunakan dalam melakukan pengujian hipotesis. Hasil penelitian ini menunjukkan bahwa (1) secara simultan, literasi digital berpengaruh positif terhadap kinerja PNS di Indonesia ($R^2 = 0,218$; $p < 0,05$); (2) secara parsial, tidak terdapat pengaruh dimensi ER ($\beta = 0,078$; $p > 0,05$), GKFS ($\beta = 0,077$; $p > 0,05$), DU ($\beta = 0,102$; $p > 0,05$), dan PS ($\beta = -0,002$; $p > 0,05$) terhadap kinerja PNS di Indonesia; (3) secara parsial, terdapat pengaruh positif dimensi AP ($\beta = 0,231$; $p < 0,05$). (4) secara parsial, terdapat pengaruh negatif yang signifikan dimensi SD ($\beta = -0,168$; $p < 0,05$) terhadap kinerja PNS di Indonesia.

Kata kunci: Literasi Digital, Kinerja, Pegawai Negeri Sipil

ABSTRACT

Manik, Maria Rezeki. (2024). *The effect of digital literacy dimensions on work performance of civil servants in Indonesian*. Thesis. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This study aimed to determine whether there are effects of digital literacy dimensions on the performance of civil servants in Indonesia. The hypotheses in this study are: (1) there is a positive effect of the Ethics and Responsibility (ER) dimension on the performance of civil servants in Indonesia; (2) there is a positive effect of the General Knowledge and Functional Skills (GKFS) dimension on the performance of civil servants in Indonesia; (3) there is a positive effect of the Daily Usage (DU) dimension on the performance of civil servants in Indonesia; (4) there is a positive effect of the Advance Production (AP) dimension on the performance of civil servants in Indonesia; (5) there is a positive influence of the Privacy and Security (PS) dimension on the performance of civil servants in Indonesia; and (6) there is a positive effect of the Social Dimension (SD) dimension on the performance of civil servants in Indonesia. Data were collected using Digital Literacy Scale ($\alpha = .805$ (ER); $\alpha = .843$ (GKFS); $\alpha = .843$ (DU); $\alpha = .762$ (AP); $\alpha = .867$ (PS); $\alpha = .578$ (SD)) (Bayrakci & Narmanlioglu, 2021) which was adapted into Indonesian and the Indonesian version of Individual Work Performance Behavior Questionnaire ($\alpha = .084$ (Task Performance); $\alpha = .881$ (Contextual Performance); $\alpha = .734$ (Counterproductive Work Behavior)) (Koopmans et al., 2014) which had been adapted into Indonesian by Widyastuti and Hidayat (2018). Multiple regression analysis was used on the hypothesis testing. The results of this study indicate that (1) digital literacy effect positively and simultaneously on the performance of civil servants in Indonesia ($R^2 = 0.218$; $p < 0.05$); (2) partially, there is no effect of the ER dimension ($\beta = 0.078$; $p > 0.05$), GKFS dimension ($\beta = 0.077$; $p > 0.05$), DU dimension ($\beta = 0.102$; $p > 0.05$), and PS dimension ($\beta = -0.002$; $p > 0.05$) on the performance of civil servants in Indonesia; (3) partially, there is a significant positive effect of the AP dimensions ($\beta = 0.231$; $p < 0.05$) on the performance of civil servants in Indonesia; (4) partially, there is a significant negative effect of the AP dimension and SD Dimension ($\beta = -0.168$; $p < 0.05$) on the performance of civil servants in Indonesia.

Keywords: Digital Literacy, Performance, Civil Servants