

**PENGEMBANGAN MODEL KEPEMIMPINAN DIGITAL DALAM
PENINGKATAN KAPABILITAS ORGANISASI
PADA SATUAN PENDIDIKAN ANAK USIA DINI
SEKOLAH PENGGERAK KOTA BANDUNG**

DISERTASI

Diajukan untuk Memenuhi Sebagian dari Syarat Untuk Memperoleh
Gelar Doktor Ilmu Pendidikan dalam Bidang Administrasi Pendidikan



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**Pengembangan Model Kepemimpinan Digital dalam Meningkatkan
Kapabilitas Organisasi Pada Satuan Pendidikan Anak Usia Dini
Sekolah Penggerak Kota Bandung**

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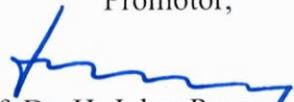
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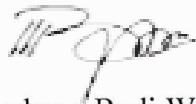
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ABSTRAK

Penelitian ini bertujuan untuk mengembangkan model kepemimpinan digital dalam peningkatan kapabilitas organisasi pada satuan Pendidikan Anak Usia Dini (PAUD) Sekolah Penggerak Kota Bandung. Penelitian ini mengambil lokasi pada PAUD Sekolah Penggerak Kota Bandung. Metode yang digunakan pada penelitian ini yakni pendekatan *mixed methode* dengan pola *sequential explanatory*. Teknik analisis data menggunakan statistik deskriptif dan SEM PLS untuk mengukur pengaruh dari kepemimpinan digital terhadap kapabilitas organisasi, yang kemudian dilanjutkan dengan membuat model kepemimpinan digital. Sampel penelitian ditetapkan sebanyak 238 orang yang terdiri dari guru, tenaga kependidikan, dan orang tua siswa dari PAUD Sekolah Penggerak Kota Bandung, serta dua PAUD sekolah penggerak sebagai tempat observasi dan wawancara untuk menjalankan penelitian secara bertahap. Hasil penelitian menunjukkan bahwa: 1. Kepemimpinan Digital PAUD Sekolah Penggerak Kota Bandung secara umum telah diimplementasikan dengan sangat baik, dimensi System Designer menjadi dimensi tertinggi yang diimplentasikan, sedangkan dimensi *Equity and Citizenship Advocate* menjadi dimensi terendah yang diimplentasikan, 2. Kapabilitas Organisasi PAUD Sekolah Penggerak Kota Bandung pada umumnya telah berkembang dengan sangat baik, dimensi *customer connectivity* menjadi dimensi tertinggi, sedangkan dimensi *agility* menjadi dimensi terendah yang dihasilkan dari kapabilitas organisasi. 3. Kepemimpinan Digital memiliki pengaruh positif dan signifikan terhadap variabel Kapabilitas Organisasi, dengan pengaruh sebesar 88.9%. 4. Pengembangan model yang telah dilakukan menemukan model kepemimpinan digital dalam peningkatan kapabilitas organisasi yang disebut ISTE+DILINOV, yaitu *Equity and Citizenship Advocate, Visionary Planner, Empowering Leader, System Designer, and Connected Leader* ditambah *Digital Literacy Innovator* dalam CULTICA-A yaitu *organization culture, leadership performance, strategic unity, innovation, agility, talent, and customer connectivity* dan *adaptive*. Hasil penelitian ini menyatakan bahwa kepemimpinan digital dapat berimplikasi terhadap peningkatan kapabilitas organisasi pada lembaga Pendidikan Anak Usia Dini.

Kata Kunci: Model kepemimpinan digital, kapabilitas organisasi, PAUD

ABSTRACT

This research aims to develop a digital leadership model in increasing organizational capabilities in the Early Childhood Education (PAUD) Sekolah Penggerak Bandung. This research took place at Sekolah Penggerak Bandung. The method used in this research is a mixed method approach with a sequential explanatory pattern. The data analysis technique uses descriptive statistics and SEM PLS to measure the influence of digital leadership on organizational capabilities, which is continued by creating a digital leadership model. The research sample was determined at 238 people consisting of teachers, education staff, and parents of students from Sekolah Penggerak Bandung, as well as two PAUD Sekolah Penggerak as a place for observations and interviews to carry out the research in stages. The result of the research shows that : 1. Digital leadership of Sekolah penggerak PAUD Bandung has generally been implemented very well, the system designer dimension is the highest dimension implemented, while equity and citizenship advocate dimension is the lowest dimension implemented. 2. Mobilizing Sekolah Penggerak PAUD Bandung in general has developed very well, the customer connectivity dimension being the highest dimension, while the agility dimension is the lowest dimension resulting from organizational capabilities. 3 Digital Leadership has a positive and significant influence on the organizational capability variable, with an influence of 88,9%. 4. The model development that has been carried out to find a digital leadership model in increasing organizational capabilities called ISTE+DILINOV, namely Equity and Citizenship advocate, visionary planner, empowering leader, system designer, and connected leader plus digital literacy innovator in CULTICA-A, namely organizational culture, leadership performance, strategic unity, innovation, agility, talent, and customer connectivity and adaptiveness. The results of this research that digital leadership can have implications for increasing organizational capabilities in Early Childhood Education (PAUD).

Keywords: Digital leadership model, organizational capabilities, PAUD.

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