



**THE INFLUENCE OF DIGITAL LITERACY, MOTIVATION,
WORK LIFE BALANCE, COMMITMENT, AND
REMUNERATION ON EMPLOYEE PERFORMANCE OF
GOVERNMENT EMPLOYEES IN DIRECTORATE X**

UNDERGRADUATE THESIS

**Submitted as one of the requirements to obtain
Sarjana Manajemen**

By:

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**FACULTY OF BUSINESS
MANAGEMENT STUDY PROGRAM
CIKARANG
MARCH, 2023**

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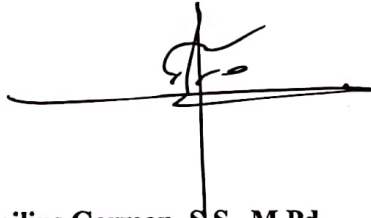
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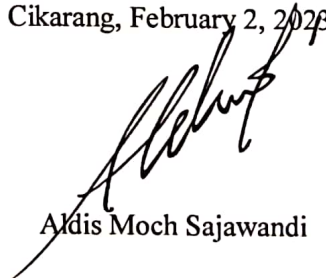
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1 CHAPTER I INTRODUCTION 1.1 Background In the last 2022 was characterized by many companies and government institutions trying to adapt more flexibly to achieve their goals after the recovery of pandemic covid 19.

Government Institutions were one of the biggest roles to increase the quality of human resources in Indonesia.

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ABSTRACT

Employee performance at Directorate X has a lack of budget performance evaluation which is caused by the inefficiency of the budget based on the results of the 2022 annual performance report. The purpose of this research is to determine the significant influence of digital literacy, work motivation, work-life balance, commitment, and remuneration on employee performance at Directorate X. To collect data, this study uses a quantitative methodology and surveys 103 respondents with a Likert-scale questionnaire. A questionnaire that had been tested for validity and reliability was used to collect data. The data analysis technique used is multiple linear regression. The results of the study found that digital literacy, work motivation and commitment has no significant influence towards employee performance at Directorate X meanwhile work life balance and remuneration has a positive and significant influence towards government employee performance. It was suggested that Directorate X has to put more attention especially on the technical team to avoid taking on multiple tasks that result in poor performance and working hours.

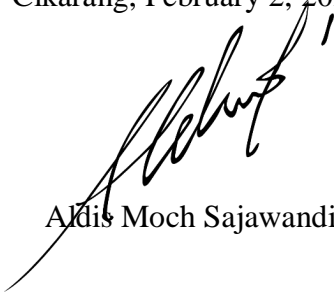
Keywords: *Digital Literacy, Work Motivation, Work Life Balance, Commitment, Remuneration, Employee Performance*

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Cikarang, February 2, 2023



Aldis Moch Sajawandi

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