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**BOOTSTRAPPING DETERMINASI FAKTOR  
 TRANSFORMASI DIGITAL DAN WORK ARRANGEMENT  
 FLEXIBILITY TERHADAP KINERJA PEGAWAI**

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### ABSTRAK

*Penelitian ini bertujuan untuk mengetahui determinasi faktor transformasi digital dan work arrangement flexibility terhadap kinerja pegawai Mal Pelayanan Publik Kota Samarinda. Penelitian ini merupakan penelitian kuantitatif dengan pendekatan asosiatif guna mengetahui hubungan dan pengaruh variabel bebas dan terikat. Penelitian ini dilaksanakan di Mal Pelayanan Publik Kota Samarinda dengan sampel pegawai berjumlah 54 orang. Pengumpulan data dilakukan dengan kuisioner, dokumentasi serta studi kepustakaan. Alat analisis data yang digunakan adalah Uji Normalitas Data, Bootstrapping, analisis Korelasi Product Moment, analisis Korelasi Parsial, dan analisis Regresi Linier Berganda. Hasil penelitian ini menunjukkan bahwa Transformasi Digital dan Work Arrangement Flexibility memiliki pengaruh positif dan signifikan terhadap kinerja pegawai.*

**Kata Kunci:** Transformasi Digital, Work Arrangement Flexibility, Kinerja Pegawai, Mal Pelayanan Publik.

### ABSTRACT

*This research aims at finding out the determination of digital transformation and work arrangement flexibility on the employee performance of Samarinda City Public Service Mall. This research was carried out at the Samarinda City Public Service Mall with a sample of 54 employees. This quantitative research uses an associative approach which aims to determine the relationship and influence of independent variables on a dependent variable. Data collection was conducted by using questionnaires, documentation, and a literature study. The data analysis tools used are the Data Normality Test, Bootstrapping, Product Moment Correlation Analysis, Partial Correlation Analysis, and Regression Analysis. The results of this research show that digital transformation and Work arrangement flexibility have a positive and significant influence on the performance of employees at the Samarinda City Public Service Mall.*

**Keywords:** Digital Transformation, Work Arrangement Flexibility, Employee Performance, Public Service Mall.

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