

## THE EFFECT OF DIGITAL COMPETENCE AND RESONANT LEADERSHIP ON HIGH SCHOOL TEACHERS' PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE IN STATE SENIOR HIGH SCHOOL IN LHOKSUMAWE CITY

Muhammad Denni<sup>1</sup>, Yusniar Lubis<sup>2</sup>, Fajar Rezeki Ananda Lubis<sup>3</sup>

<sup>1</sup>Postgraduate School, University Prima Indonesia Medan, Indonesia

<sup>2</sup>Postgraduate School, University Medan Area, Indonesia

<sup>3</sup>Postgraduate School, University Prima Indonesia Medan, Indonesia

Email : syaifuddin@unprimdn.ac.id<sup>2\*</sup>

### Abstract

Efforts to improve student achievement in a school environment cannot be separated from the role of teachers who must be more serious in implementing educational programs. Therefore, this study will test whether there is an influence of digital competence and resonant leadership on the performance of high school teachers with job satisfaction as an intervening variable and workload as a moderating variable at State Senior High Schools in Lhoksumawe City. Data collection was carried out quantitatively. This study involved teachers at high schools in Lhoksumawe City, Aceh. The results showed that digital competence and resonant leadership had a positive effect on teacher performance at Lhoksumawe City High Schools. In addition, digital competence and resonant leadership also had a positive effect on job satisfaction at Lhoksumawe City High Schools, and job satisfaction also had a positive effect on teacher performance.

**Keyword :** Digital Competence, Resonant Leadership, Teacher Performance, Job Satisfaction.

### INTRODUCTION

Teacher competence in teaching and learning activities is one of the many factors that can affect the level of teacher performance. To build an effective learning environment, teachers must have the ability. This is what we want to improve in Lhoksumawe City State Senior High Schools. Because digital competence will support knowledge and ease in fulfilling the new teaching system. This digital competence has influenced the world of education (Cholic, 2021; Adha, 2022; Wiryani et al., 2022), and every teacher must also be open to this access (Sukadana & Mahyuni, 2021; Melati et al., 2023). With this development, educators face new challenges, especially in Senior High Schools (Sampoerna et al., 2022; Shofia & Ahsani, 2021), where teachers are asked to use technology effectively in the learning process. However, in fact, there are several teachers at Lhoksumawe City State Senior High Schools who still do not have sufficient digital skills (Muskania & Zulela 2021; Timan et al., 2022). Many of them still have difficulty understanding technology and using it in learning.

Digital competence is indeed very important for the development of students in the current era. So it is clear that this needs to be seriously considered