

On-Becoming Digital Organisation: Digital Competence, Digital Leadership and Digital Culture in Indonesia Airports

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ABSTRACT

Changes in the business environment that are continuous and disruptive, encourage companies to transform into digital organizations. Organizations does not only have digital as their resources, but also have organizational capabilities to utilize digital technology for achieving business goals. Related to the development of digital organizational digital capability, digital competence of whole employees becomes a key success factor. Digital leadership of the superiors and digital based corporate culture become important antecedents. This study was conducted at PT Angkasa Pura 1 (Persero). It is an Indonesia state-owned company which manages 15 airports in Bali, Lombok, Solo, Jogjakarta, Surabaya, Makasar, Manado, Ambon, Kupang, and Papua. Becoming a modern organisation which providing world-class service quality by utilizing digital technology, it is an imperative for PT Angkasa Pura I. Therefore, the development of digital competence is an essential factor. This study aimed to examine the effect of digital leadership and digital culture on digital competence of airport officers. Does digital leadership of the superior have a significant impact on digital competence of airport officer? Does digital culture impact on the digital leadership of the superiors and also impact on digital competence of airport officer?

Keywords: digital competence, digital leadership, digital culture