

ABSTRACT

PT. XYZ is a multinational telecommunications and networking company. According to the interview and observation results, the performance of millennial employees at PT. XYZ has declined over the last six quarters. This decline is suspected due to the fact that all employees have to adapt to the new habits of working from home. Therefore, PT. XYZ leaders are required is to be able to develop a team that can work well together and complements one another to form a strong team with good communication. The working from the home situation has forced the leaders to use new style communication to communicate with their subordinates online. This circumstance demonstrates the influence of digital leadership skills and communication style on employee performance.

Taking the challenge into account, this study aims at examining the digital leadership skills, communication style, and employee performance of PT. XYZ. This study also analyzes the influence of digital leadership skills on employee performance simultaneously and partially.

The data were collected from 40 millennial employees of PT. XYZ through questionnaires. This study employs non-probability sampling with saturation sampling. Then, the data were analyzed using descriptive analysis, coefficient of determination, and multiple linear regression using Statistical Product and Service Solutions (SPSS) version 25 for Windows.

Based on the results of the partial hypothesis testing, the t-test obtained the results of the influence of digital leadership and organizational communication on the performance of millennial employees of PT. XYZ is positive and significant. Based on the results of simultaneous hypothesis testing, the f-test obtained the results of the influence of digital leadership and organizational communication on the performance of millennial employees of PT. XYZ The value of the coefficient of determination based on the R² value is 0.840 (84%).

Keywords: *Digital Leadership Skills, Organizational Communication, Employee Performance*