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Digital Reporting as Mediator of Leadership, Partnership, and Performance Effectiveness in Palembang Narcotics Prevention

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ABSTRACT

Narcotics distribution in Palembang City continues to represent a serious problem, with more than 1,600 cases per year recorded at Polrestabes Palembang. Conventional prevention models have begun to demonstrate their limitations, particularly in terms of policy fragmentation and the limited utilization of digital technology as a reporting instrument. This study aims to analyze the influence of Leadership and Partnership on Personnel Performance Effectiveness in the prevention of narcotics distribution in Palembang City, with Digital-Based Reporting as a mediating variable. A quantitative research method was employed using a saturated sampling technique involving 70 personnel as respondents. Data were tested using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS). The results reveal that Leadership and Partnership have a significant influence on Digital-Based Reporting, which in turn has a positive impact on Personnel Performance Effectiveness, with Partnership identified as the most dominant variable ($\beta = 0.642$). These findings confirm that Digital-Based Reporting serves as a crucial mediator in improving the quality of personnel performance. Statistically, the R-Square values indicate that the Leadership and Partnership variables contribute 96.0% to the effectiveness of Digital-Based Reporting. Furthermore, the model is capable of explaining 98.8% of the variance in Personnel Performance Effectiveness. These findings affirm that the synergy of visionary leadership and solid partnership, integrated through Digital-Based Reporting, constitutes a key factor in optimizing personnel performance in narcotics prevention.

Keywords: *Leadership, Partnership, Digital-Based Reporting, Personnel Performance Effectiveness, Narcotics Prevention*

INTRODUCTION

Human Resource Management (HRM) is a strategic element in public sector organizations that determines the success of institutional goal achievement, particularly in public services and law enforcement (Hasbiah et al., 2024). HRM does not focus solely on administrative aspects, but also on the systematic management of human potential in order to create a work environment that supports optimal performance (Pahira & Rinaldy, 2023). In the context of law enforcement organizations, the quality of HRM becomes a determining factor in the effectiveness of task execution, which is complex in nature, carries high risk, and demands rapid responses to social dynamics (Event & Jamilus, 2024).

The primary indicator of HRM success is the effectiveness of personnel performance, which reflects the ability of individuals to achieve targets in accordance with organizational standards (Pahira & Rinaldy, 2023). In efforts to prevent narcotics distribution, personnel performance effectiveness plays a crucial role related to early detection capabilities, responses to public reports, and cross-agency coordination (Mukhsalmina et al., 2021). However, this performance is influenced by internal and external factors such as leadership quality, technological systems, and the strength of external partnerships (Daryati et al., 2024).

The current digital transformation has encouraged the use of digital-based reporting as a strategic instrument for improving personnel performance effectiveness. This system enables the delivery of information quickly, accurately, and in a documented manner, thereby accelerating decision-making processes (Sidabutar et al., 2024). Nevertheless, the utilization of this technology remains suboptimal due to low public adoption and inconsistent responses (Evita & Mukhaer, 2022). Therefore, visionary leadership is needed to promote a responsive and innovative work culture (Hilmy et al., 2024; Maryati & Siregar, 2022). In addition, cross-sector partnerships among law enforcement agencies, government institutions, and the community serve as a key factor in data integration and the strengthening of reporting system infrastructure (Agusalim et al., 2023).

Palembang City, as a center of economic growth in South Sumatra with a population reaching 1.8 million in 2024 (*Jumlah Penduduk Menurut Kelompok Umur Dan Jenis Kelamin Di Kota Palembang, 2024, 2024*), faces serious challenges regarding narcotics distribution. Its strategic position as an inter-provincial transit route and high economic mobility increase the risk of illegal goods distribution. Based on data from the Indonesia Drug Reports published by the Research and Information Center of the National Narcotics Agency (Puslitdatin BNN RI), South Sumatra Province has consistently ranked among the top ten regions with the highest number of narcotics cases in Indonesia during 2024, with an average of more than 1,412 cases a year (Pangaribuan et al., 2025). At the local level, Polrestabes Palembang recorded 1,899 cases in 2023, and although the figure declined in 2024, it remained above 1,600 cases with methamphetamine seizures

exceeding 100 kg per year. This indicates that South Sumatra has entered a stage of narcotics emergency. The high volume of cases demonstrates that conventional prevention models have begun to show their limitations, particularly in terms of policy fragmentation and the limited involvement of communities through digital means.

A number of recent studies affirm that strong and proactive leadership plays a significant role in driving digital innovation within law enforcement institutions. A study by Tao et al. (2025) found that transformational leadership and organizational capacity are primary factors in the adoption of generative AI technology in police institutions, supporting the acceleration of reporting workflows and the improvement of public trust. AlNuaimi and Singh (2022) found that digital transformational leadership and organizational agility positively influence digital transformation, with effective leadership enhancing the adaptive capacity of organizations. Furthermore, Erhan et al. (2022) confirmed that the digitalization of leadership contributes significantly to employees' innovative behavior, which is important for the development of responsive and reliable reporting systems. Cross-sector partnerships also serve as an important prerequisite in ensuring the security and reliability of digital reporting platforms, as supported by the findings of Ren et al. (2025) regarding the role of digital leadership capabilities in driving government service innovation. Accordingly, the combination of transformational leadership, strategic partnerships, and digital technology innovation represents a key factor in strengthening reporting systems within law enforcement institutions.

Although the aforementioned studies have made meaningful contributions, several research gaps remain unaddressed. First, previous studies have tended to examine the influence of leadership or partnerships on performance directly, without considering the mediating role of digital-based reporting technology as an intervening variable. Second, no study has specifically tested this mediation model in the context of narcotics prevention in major Indonesian cities, particularly Palembang, which has unique geographical and social characteristics as a transit city. Third, the simultaneous examination of all three variables using a Structural Equation Modeling (SEM) approach based on Partial Least Square (PLS) within the context of law enforcement institutions remains very limited.

Effective and proactive leadership remains central to advancing digital innovation within institutions such as Polrestabes Palembang, particularly where accelerating reporting workflows and rebuilding public trust are concerned (Bodó & Janssen, 2022; Laufs & Borrión, 2022). Leaders who champion the uptake of digital tools and foster an organisational culture receptive to technological change tend to produce more tangible gains in both operational efficiency and public service delivery. Beyond internal leadership, collaboration with private sector actors and technology developers plays a considerable role in securing the reliability and integrity of digital reporting platforms (Zaghloul & Partridge, 2022).

Through such arrangements, law enforcement agencies can draw on specialised technical knowledge and resources that the public sector, by its nature, seldom develops independently, which in turn supports the long-term viability of these systems. Where leadership commitment is weak or inter-agency partnerships are poorly managed, however, system performance tends to deteriorate, and community engagement in digital reporting remains limited (Blair et al., 2021; Laufs & Borrion, 2022).

Given that the majority of narcotics victims in Palembang come from the productive age group, the optimization of digital reporting supported by strong leadership and strategic partnerships becomes highly relevant. This study aims to analyze the direct influence of leadership and partnerships on digital-based reporting as well as their direct influence on personnel performance effectiveness, while also examining the mediating role of digital-based reporting in the relationship between leadership and partnerships with personnel performance effectiveness in efforts to prevent narcotics distribution at Polrestabes Palembang City.

LITERATURE REVIEW

Work Effectiveness

The concept of performance effectiveness is rooted in the term "effective," which etymologically refers to the degree to which an action succeeds in producing an impact consistent with predetermined objectives. Hasibuan (2023) explains that effectiveness indicates the occurrence of desired outcomes, in line with the definition provided by the Indonesian Dictionary, which emphasizes the ability to achieve planned goals. Gill, Mc.E in Bormasa (2022) views effectiveness as the ability to select appropriate objectives and methods, wherein success is assessed not only by final results but also by the precision of strategic targets. Siagian (2008) reinforces this perspective by highlighting the aspect of timely task completion within specified deadlines. From an operational standpoint, performance effectiveness is understood as the output produced by individuals or groups in fulfilling their responsibilities over a given period (Mendrofa, 2024). Saputra et al., (2022) define effectiveness as a measure of personnel capacity to achieve objectives optimally, as reflected through work motivation, output quality, and efficiency. Furthermore, Nurhanisa et al., (2023) view it as an integration of leadership roles as the primary motivator, while Syahputra et al., (2023) place emphasis on goal achievement under high-pressure conditions. In general, performance effectiveness refers to the degree of success in achieving organizational objectives in a targeted, timely, and standardized manner, with due attention to quality aspects and organizational support.

Performance effectiveness is influenced by various interactive factors within the work environment, in line with the research by Ajiwahyu & Diana (2024) states

that the quality of interpersonal interactions shapes work patterns that affect performance outcomes. These factors include the leadership style applied in directing subordinates, the level of interdependence among individuals that promotes coordination, and the quality of collegial relationships that create a conducive work atmosphere. In addition, an organizational culture that supports innovation, basic individual interaction competencies, and a value system aligned with organizational goals serve as important determinants. Setyaningrum et al. (2022) notes that the evaluation of effectiveness encompasses overall work performance, including initiative and work discipline. To measure such achievements, Revita et al., (2023) establish three primary dimensions, namely work quantity related to volume and target attainment, work quality centered on precision and quality standards, and time utilization reflecting discipline in task completion according to schedule.

Digital-Based Reporting

Digital-based reporting constitutes an integral part of organizational transformation in the digital era, with an emphasis on the use of information technology for integrated data management. This system is used to analyzed real-time data for taking a strategic decision Lombardi & Secundo (2021). Alonge et al. (2024) add that this system functions as a cross-functional data integration tool to enhance transparency and accountability. As a transformational innovation, digital reporting facilitates organizational adaptation through predictive analytical capabilities and sophisticated data visualization Maryati & Siregar, (2022). Budiarto et al. (2024) highlight the role of automation in accelerating organizational responses, while Martani & Darma (2023) underscore the importance of system interoperability and information security. Now digital reporting used as a paradigm that leverages artificial intelligence to generate sustained strategic insights. This view is supported by Yunita & Isnaini (2024) which positioning this technology as a critical instrument for leaders in exerting strategic influence over the achievement of collective objectives.

Operationally, digital-based reporting is measured through dimensions developed by ... These dimensions include digital infrastructure, which encompasses the readiness of internet networks and hardware, as well as the use of digital tools or applications, with emphasis on the utilization of database platforms and ease of system access. Beyond technical aspects, the dimension of digital ecosystems and culture plays a decisive role through the presence of internal regulations and cross-unit data integration. Lastly, the digital competence of human resources constitutes a key factor involving personnel mastery of information technology and understanding of system procedures. Digital-based reporting, therefore, is not merely a change in reporting medium, but rather a data ecosystem that combines technological readiness, regulatory frameworks, and human resource competence to produce organizational effectiveness.

Leadership

Leadership is a fundamental concept referring to the ability of an individual to influence others in pursuit of organizational goals. Mangkunegaran (2021) defines it as the behavior of regulating and managing individuals in the execution of responsibilities, while Hasibuan (2023) emphasizes the manner in which leaders increase the enthusiasm and work satisfaction of subordinates through persuasion. Afandi (2018) views leadership as a dynamic force for the synchronization of organizational elements, while Luthans (2005) and Kasmir (2023) focus on the influence of leaders over group activities in particular situations. Sutrisno, (2020) adds that the process of leading is dynamic and continuous in nature. In a modern context, Martani & Darma, (2023) and Nurhanisa et al. (2023) underscore the importance of effective communication and empowerment in building a conducive working relationship. Irma Srem et al. (2023) and Anggraeni et al. (2021) conclude that effective leadership must be capable of fulfilling motivational functions and maintaining organizational reputation appropriately.

The effectiveness of leadership can be assessed through the dimensions proposed by Kania & Mudayat (2011). The first dimension is leadership as an innovator, referring to the ability to generate new ideas for problem resolution. The second is leadership as a communicator, which emphasizes clarity in conveying vision and delivering systematic instructions. The third is leadership as a motivator, related to the capacity to inspire enthusiasm and provide recognition for personnel performance. The fourth is leadership as a controller, ensuring that all organizational activities and resource utilization proceed in accordance with established rules and standards. This multidimensional role ensures that a leader not only provides direction but also guarantees the operational continuity of the organization.

Partnership

Partnership represents a form of strategic cooperative relationship between two or more parties aimed at creating shared value through resource synergy Nurhanisa et al., (2023). The core principle of partnership is equality of roles and mutual benefit in achieving organizational objectives Nushobah et al., (2023). In the domain of policing, partnership carries a specific social dimension through the interaction of the Indonesian National Police with the community in order to address security issues collaboratively Yang et al. (2022). Aquino & San Luis, (2025) explain that partnerships within the community policing framework aim to improve the quality of public services and safety through preventive citizen engagement. This is reinforced by Pabesak et al. (2023) who emphasize shared responsibility in creating neighborhood security between the police and the local residents. This phenomenon as the co-production of public safety, in which both police and citizens play active roles in producing security. The success of this model

depends greatly on trust building and sustained collaboration (Herawati, 2025; Farid, 2025).

To assess partnership effectiveness, Ramdani (2023) establishes three primary dimensions. The first dimension is cross-sector coordination, which involves the alignment of programs through regular forums and a clear division of tasks. The second is community participation, measured by the active contributions of citizens and their sense of ownership over security programs. The third is information exchange, which places emphasis on data transparency, the utilization of communication media, and ease of access to information among partnering parties. Through the synergy of these three dimensions, partnership transforms into a working relationship that not only benefits the organization but also produces a tangible impact on the sustainable maintenance of public order.

RESEARCH METHODOLOGY

This study was conducted in Palembang City, commencing in November 2025 until completion, with a focus on evaluating the effectiveness of narcotics distribution prevention through a digital-based reporting system supported by leadership and cross-sector partnership variables. The study population comprised all police personnel at Polrestabes Palembang who were directly involved in the program, with a saturated sampling technique applied, yielding a total sample of 70 respondents.

Data collection was carried out through the distribution of structured questionnaires developed based on a five-point Likert scale. The instrument consisted of four groups of indicators, each measuring the variables of leadership (KP01–KP12), partnership (KM01–KM12), digital-based reporting (PBD01–PBD12), and personnel performance effectiveness (EK01–EK09). Prior to use in the main testing phase, all instruments were verified for suitability through validity and reliability evaluation.

The collected data were processed systematically using the Structural Equation Modeling - Partial Least Square (SEM-PLS) method with the aid of SmartPLS software. The analytical procedure consisted of three stages. First, the outer model evaluation, which included the assessment of convergent validity through loading factor values and Average Variance Extracted (AVE), as well as reliability testing through Cronbach's Alpha and Composite Reliability values. Second, the inner model evaluation, conducted by examining the coefficient of determination R-Square to measure the extent to which exogenous variables are capable of explaining the variance in endogenous variables. Third, hypothesis testing, which encompassed the analysis of direct effects through path coefficient values, T-Statistics, and P-Values, as well as the analysis of indirect effects to examine the mediating role of digital-based reporting, all of which were processed

through bootstrapping procedures. A hypothesis is accepted when the T-Statistics value exceeds 1.96 and the P-Values falls below 0.05.

RESULT AND DISCUSSION

Validity Test

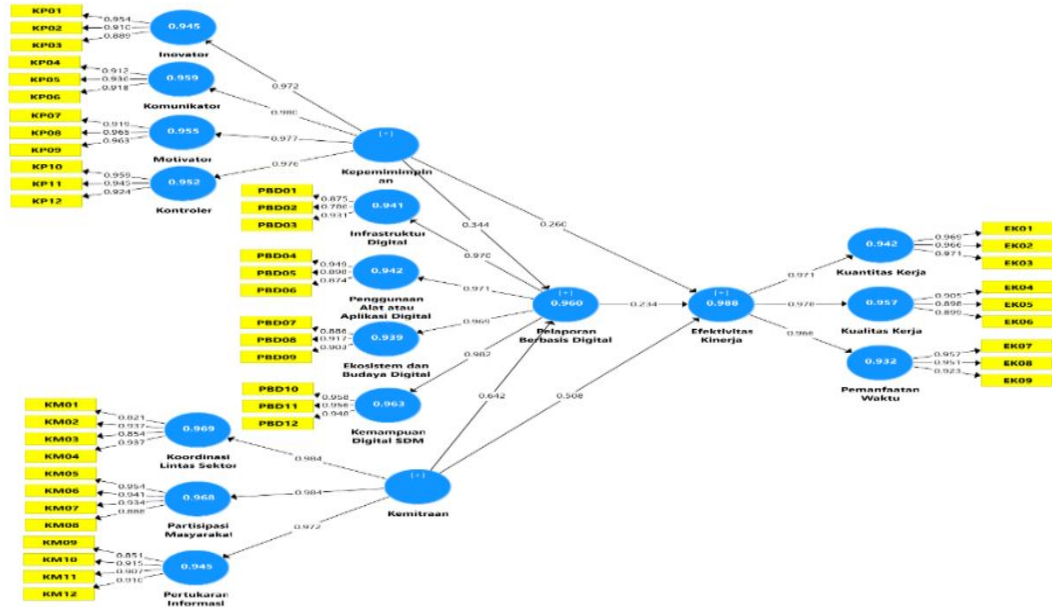


Figure 1 Full Calculated Model
Source: Author Database (2025)

Based on the results of data processing, the strength of the relationship between each indicator and its respective latent variable was obtained. All statement items (EK01–EK09, KM01–KM12, KP01–KP12, and PBD01–PBD12) recorded loading factor values exceeding 0.70. The lowest value was observed on indicator PBD02 at 0.786, while the highest value was recorded on indicator EK03 at 0.971. It can therefore be concluded that all indicators in this study have satisfied the criteria for convergent validity, and all instruments are declared suitable for use in subsequent structural model testing. The quality of the measurement model in this study is further strengthened by examining the Average Variance Extracted (AVE) values, as presented in the table below:

Table 1 Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)
Leadership	0,829
Partnership	0,787
Digital-Based Reporting	0,780
Performance Effectiveness	0,830

Source: Data Processed Using SmartPLS (2026)

Based on the table above, it can be identified that all variables in this study recorded AVE values exceeding the minimum threshold of 0.50.

Reliability Test

The final stage in the outer model evaluation is reliability testing. The results of this testing are summarized in the following table:

Table 2 Reliability Test Results

	<i>Cronbach's Alpha</i>	<i>Composite Reliability</i>
Leadership	0,981	0,983
Partnership	0,975	0,978
Digital-Based Reporting	0,974	0,977
Performance Effectiveness	0,974	0,978

Source: Data Processed Using SmartPLS, 2026

Based on the processed data, it was found that all values fall well above the threshold of 0.70. It can therefore be concluded that the questionnaire used in this study is highly reliable and demonstrates consistent accuracy for use in the subsequent testing stage.

Inner Model Analysis

R Square (R²)

The inner model evaluation was conducted to predict the relationships among latent variables in this study. One of the parameters used is the coefficient of determination, or R-Square:

Table 3 R-Square Values (R²)

	R Square
Digital-Based Reporting	0,960
Performance Effectiveness	0,988

Source: Data Processed Using SmartPLS (2026)

Based on the data presented in the table above, the R-Square value for the Digital-Based Reporting variable is 0.960. This figure indicates that the Leadership and Partnership variables simultaneously contribute 96.0% to the effectiveness of the Digital-Based Reporting system, while the remaining 4.0% is accounted for by other variables outside the scope of this study. Furthermore, the Performance Effectiveness variable records a higher R-Square value of 0.988, meaning that the Leadership, Partnership, and Digital-Based Reporting variables collectively explain 98.8% of the variance in Personnel Performance Effectiveness.

Hypothesis Testing

Structural model analysis represents hypothesis testing aimed at empirically demonstrating the causal relationships among variables that have been formulated. The testing was conducted by examining the path coefficient values (Original Sample), T-Statistics values, and P-Values through a bootstrapping procedure. A hypothesis is accepted when the T-Statistics value exceeds 1.96 and the P-Value is below 0.05. The path testing results are presented in the following table:

Table 4 Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (Stdev)	TStatistics (O/Stdev)	P Values
Leadership -> Digital-Based Reporting	0,344	0,341	0,102	3,373	0,001
Partnership -> Digital-Based Reporting	0,642	0,645	0,100	6,441	0,000
Leadership -> Performance Effectiveness	0,260	0,260	0,061	4,278	0,000
Partnership -> Performance Effectiveness	0,508	0,507	0,077	6,573	0,000
Digital-Based Reporting -> Performance Effectiveness	0,234	0,235	0,055	4,245	0,000

Source: Data Processed Using SmartPLS (2026)

Based on the path coefficient calculation results presented in the table above, the following interpretations can be formulated for each inter-variable relationship:

1. The Effect of Leadership on Digital-Based Reporting: he Original Sample value was found to be 0.344, with a T-Statistics value of 3.373 (> 1.96) and a P-Value of 0.001 (< 0.05). This confirms that Leadership has a positive and significant effect on Digital-Based Reporting, indicating that a stronger leadership vision and direction leads to more optimal utilization of digital reporting systems.
2. The Effect of Partnership on Digital-Based Reporting: The analysis yielded an Original Sample value of 0.642, a T-Statistics value of 6.441, and a P-Value of 0.000. These figures confirm a positive and significant influence, where solid partnership serves as the primary (dominant) driving factor in the successful implementation of digital reporting.
3. The Effect of Leadership on Performance Effectiveness: The Original Sample value obtained was 0.260, with a T-Statistics value of 4.278 and a P-Value of 0.000. These results indicate that Leadership has a tangible impact on personnel performance, where the role of leaders as motivators and controllers is capable of improving task achievement effectively.

4. The Effect of Partnership on Performance Effectiveness: The data shows an Original Sample value of 0.508, a T-Statistics value of 6.573, and a P-Value of 0.000. This confirms that cross-sector synergy has a significant influence in improving personnel performance in narcotics prevention efforts.
5. The Effect of Digital-Based Reporting on Performance Effectiveness: The Original Sample value was found to be 0.234, with a T-Statistics value of 4.245 and a P-Value of 0.000. These results confirm that the use of digital reporting technology practically facilitates personnel duties, thereby improving overall performance effectiveness.

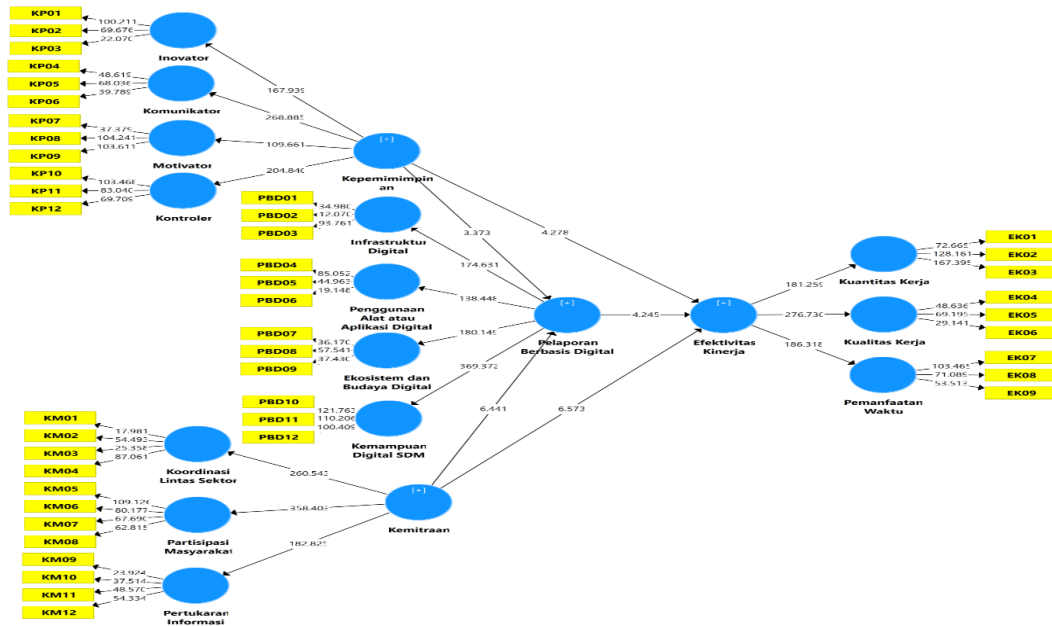


Figure 2 T-Statistics Test Results Among Variables
Source: Author Database (2026)

Based on the visualization presented in the figure above, it is evident that all inter-variable relationship paths yield T-Statistics values that exceed the critical threshold of 1.96. This provides a comprehensive picture that Leadership, Partnership, and Digital-Based Reporting collectively represent factors with a real and significant influence on the improvement of Personnel Performance Effectiveness. The indirect effect analysis was conducted to examine the mediating role of the Digital-Based Reporting variable in connecting the exogenous variables to the endogenous variable, as follows:

Tabel 5 Indirect Effect Data

	Original Sample (O)	Sample Mean (M)	Standard Deviation (Stdev)	T Statistics (O/Stdev)	P Values
Leadership -> Digital-Based Reporting -> Performance Effectiveness	0,081	0,081	0,034	2,358	0,019
Partnership -> Digital-Based Reporting -> Performance Effectiveness	0,150	0,150	0,039	3,905	0,000

Source: Data Processed Using SmartPLS (2026)

The Digital-Based Reporting variable is confirmed to function as a bridge between Leadership and Performance Effectiveness. This is demonstrated by a path coefficient of 0.081, supported by T-Statistics of 2.358 and a P-Value of 0.019, both of which satisfy the required significance criteria. This finding validates that leadership directives influence performance outcomes through the utilization of digital technology.

In the second path, Digital-Based Reporting was found to mediate the relationship between Partnership and Performance Effectiveness, with an effect size of 0.150. This value is supported by a T-Statistics of 3.905 and a P-Value of 0.000, indicating a high level of statistical significance. These results suggest that the effectiveness of partnership in narcotics prevention efforts is further strengthened when integrated within a digital-based reporting system.

The Effect of Leadership on Digital-Based Reporting

The first hypothesis testing indicates that leadership has a positive and significant effect on digital-based reporting in efforts to prevent narcotics distribution in Palembang City. This finding is validated by a T-Statistics value of 3.373, which exceeds the threshold of 1.96, and a P-Value of 0.001, which falls below 0.05. These results confirm that the effectiveness of digital system utilization by personnel is largely determined by the quality of leadership in directing work units.

Theoretically, this finding supports the view of Sutrisno (2020) that leadership is the process of guiding others toward achieving expected work outcomes. In the era of digital transformation, leaders function as a compass that ensures personnel understand the urgency of digital reporting as part of the organizational vision. Empirical conditions show that innovative and consistently motivating leaders are more capable of driving a successful transition from manual to digital systems. This is consistent with the research of Laufs & Borrión (2022),

which emphasize that clear reporting structure support from leadership accelerates institutional responsiveness.

The Effect of Partnership on Digital-Based Reporting

Based on the second hypothesis testing, partnership was found to have a positive and significant effect on digital-based reporting. A T-Statistics value of 6.441 and a P-Value of 0.000 indicate a very strong level of significance. With a path coefficient of 0.642, partnership represents the most dominant contributing variable in strengthening the digital reporting system in Palembang City.

In accordance with the theory of Kasmir (2023), management through partnership creates a cooperative ecosystem that allows data to flow dynamically. Partnerships established with affiliated agencies and the community ensure that digital platforms receive sufficient input of crucial information for early detection. Empirically, the active participation of partners grounded in mutual trust enables authorities to access data from locations that are difficult to monitor physically. These results reinforce the findings of Nur & Margaret (2024), which demonstrate that a well-structured partnership model broadens the reach of narcotics prevention through strengthened and improved information coordination.

The Effect of Leadership on Performance Effectiveness

The third hypothesis testing confirms that leadership has a positive and significant effect on personnel performance effectiveness, with a T-Statistics value of 4.278 and a P-Value of 0.000. This finding establishes that leadership quality is a primary determinant in the achievement of personnel work targets in the field.

Leadership functions as the driving force for all organizational resources (Siagian, 2008). The role of leaders as motivators and controllers is a decisive factor in maintaining member discipline. In the field, exemplary leadership conduct in narcotics law enforcement establishes high performance standards for personnel. Theoretically, leadership transforms personnel potential into tangible work achievements through measured direction and guidance. This finding is consistent with (Laufs & Borrion, 2022), who state that the success institutional rapid responsiveness is driven by leadership commitments.

The Effect of Partnership on Performance Effectiveness

The results of the fourth hypothesis testing indicate a positive and significant effect of partnership on personnel performance effectiveness, with a T-Statistics value of 6.573 and a P-Value of 0.000. Partnership is confirmed as a primary pillar that determines the extent to which personnel are able to achieve performance targets optimally.

Mangkunegaran (2021) states that performance refers to the quality and quantity of work outcomes achieved in accordance with assigned responsibilities. Through strategic partnership, personnel obtain operational support that facilitates work achievement compared to working independently. Cross-sector synergy

through routine coordination forums in Palembang has demonstrated a tangible impact on the smooth execution of operational duties. Partnership acts as a multiplier effect that allows personnel to focus on core competencies, given the clear division of roles among involved parties. This finding supports the research of Nur & Margaret (2024), which demonstrates that cross-institutional partnership significantly strengthens field performance outcomes.

The Effect of Digital-Based Reporting on Performance Effectiveness

The fifth hypothesis testing validates that digital-based reporting has a positive and significant effect on personnel performance effectiveness, with a T-Statistics value of 4.245 and a P-Value of 0.000. The digitalization of reporting serves as a determining factor that improves personnel productivity and the quality of task achievement.

This finding is consistent with the theory of Hasibuan (2023) regarding the importance of proficiency and time management in performance. Digital reporting systems allow work time to be utilized far more efficiently compared to conventional methods. Empirically, digital applications greatly assist personnel in organizing daily report data, enabling immediate evaluation of high-risk areas. Theoretically, this technology functions as a leverage mechanism that minimizes the risk of human error in data collection and accelerates coordination flows among units.

The Mediating Role of Digital-Based Reporting in the Effect of Leadership on Performance

The sixth hypothesis confirms that digital-based reporting significantly mediates the effect of leadership on performance effectiveness, with a T-Statistics value of 2.358 and a P-Value of 0.019. Leadership does not only exert a direct influence, but produces a stronger impact when channeled through the optimization of technology.

Afandi (2018) emphasizes that leadership is the ability to influence others to work together in achieving shared objectives. In this context, digital reporting serves as a bridge connecting leadership vision with the realization of field performance. Leaders who proactively encourage technology adoption create systematic workflows for personnel. Theoretically, digital systems act as a reinforcing variable for leadership supervision functions, making decision-making more responsive. This result supports the study of Guruh Prawira Negara (2024) on e-policing, which demonstrates that digital integration improves institutional transparency and performance.

The Mediating Role of Digital-Based Reporting in the Effect of Partnership on Performance

The final hypothesis testing indicates that digital-based reporting significantly mediates the effect of partnership on performance effectiveness, with a T-Statistics value of 3.905, a P-Value of 0.000, and an indirect effect coefficient of 0.150. Collaborative relationships with external parties yield considerably more optimal outcomes when integrated through digital systems.

Based on the theory of Luthans (2005), social networks or partnerships provide extensive informational resources, which digital technology subsequently transforms into tangible informational capital. In Palembang, the volume of information obtained from various partners regarding potential narcotics vulnerabilities can be analyzed rapidly through digital systems. Without digital support, information from partners is often trapped within slow manual administrative processes. This finding affirms that the digitalization of reporting is a strategic bridge that strengthens the correlation between cross-sector collaboration and the effectiveness of organizational work outcome.

CONCLUSION

The hypothesis testing conducted using the SEM-PLS method concludes that leadership and partnership have a positive and significant effect, both directly on digital-based reporting and personnel performance effectiveness, and indirectly through the mediating role of digital-based reporting. These findings affirm that the success of narcotics distribution prevention in Palembang City depends substantially on the synergy between leadership quality in directing work units and the strength of collaboration with external parties. Digital-based reporting is confirmed as a crucial intervening variable, whereby performance effectiveness reaches its optimal point when visionary leadership and solid partnership are successfully integrated into a transparent and responsive information technology platform.

The policy implications of these findings emphasize the need to strengthen internal and external capacities through a modern managerial approach. Leaders are advised to adopt a measured delegative leadership style accompanied by the standardization of digital-based standard operating procedures (SOPs) to promote personnel independence and accountability. From a human resource perspective, there is a need for collective improvement of digital literacy competencies and a work distribution scheme that supports personnel multitasking capabilities, backed by output-based incentive mechanisms. In addition, institutions are encouraged to shift the partnership paradigm toward a more inclusive collaborative model by involving the community from the program planning stage, such as through the establishment of a "P4GN Consultation Corner" forum, to ensure that policies adopted are precisely targeted and fully supported by residents.

As a follow-up measure, the researchers recommend that relevant agencies improve work output standards through the development of more detailed technical performance checklists to ensure that personnel work quality aligns with applicable regulations. Particular attention should also be directed toward hardware upgrades and internet network stability to minimize technical constraints in the operationalization of digital systems. At the managerial level, leaders need to stimulate a culture of innovation in a structured manner through work efficiency appreciation forums, while optimizing communication intensity with strategic partners such as the National Narcotics Board (BNN) and the city government through regular monthly meetings. These efforts are expected to strengthen inter-agency relationships and ensure the sustainability of effective narcotics prevention programs in urban areas.

RECOMMENDATIONS

First, the government needs to strengthen film royalty taxation regulations by harmonizing domestic rules with international standards. Reformulation of permanent establishment concepts based on significant economic presence should be considered to maintain taxation relevance within digital economy contexts. Second, enhanced transparency in distribution reporting and royalty payments is required. Global digital platforms and aggregators must be obligated to submit more detailed income reports to tax authorities and film creators, thereby minimizing misreporting risks and administrative disputes. Third, taxation policies must consider proportionality by providing special protection to independent creators and small production houses. Net profit-based withholding schemes or tax incentive provision can help maintain balance between state revenue and national creative industry sustainability. Finally, taxation literacy and education for creative industry practitioners need expansion so creators understand their taxation rights and obligations. This education will strengthen voluntary compliance and create healthy business climates within the film sector.

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