

LEADERSHIP STYLE RIGHT IN THE DEMOCRATIC

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ABSTRACT

Each leader has a leadership style that is different to be adapted to the work environment so as to avoid internal conflicts between superiors and subordinates. No leadership style that has been attached since the man was still in the womb, but some are derived from experience and knowledge about leadership.

In an era of democratization takes leaders who have a democratic leadership style that promotes democratic values that exist so that the subordinate was given the opportunity to cooperate and coordinate with colleagues in the organization.

Keywords: Style Leadership and Democracy.

Preliminary.

In everyday life we can see the various types of leadership that is both small in size and large size that are around us.

The leader of the smallest is the leader in the household where the husband is the leader in every household that will bring to the direction in which the destination of the household and is responsible for the entire household activities.

Talking about the leader is not unusual but it is not unusual because every day we hear people talking about leaders and leadership.

We can hear and read the story of the leaders in the world that began in the days of the prophet, the royal era to the present age of the millennium.

President Jokowi is a leader at any time discussed in Indonesia and even abroad because each leader will be a concern for the people around him.

President Jokowi is one of the leaders who attract the attention of the people of Indonesia and even the international community because of the presence of the President Jokowi become President of the people of Indonesia, where he comes from ordinary people become President.

President Jokowi career ranging from the Mayor of Solo, Jakarta Governor and now as the President of the Republic of Indonesia which is the first time in Indonesian history records about the hierarchy obtained by someone from a small office to large office.

This success is quite remarkable that earned by a man named Joko Widodo, who is believed to be the President of the Republic of Indonesia to 7.

Obviously the success of President Jokowi influenced by the type of leadership that exist in itself and the democratic system in Indonesia as a democratic state. With the democratic system adopted in our country then there is the opportunity for every citizen to choose and choose to be leaders in our country ranging from village elections, election of regent / vice regent and mayor / deputy mayor, the election of governor / deputy governor and presidential elections and vice president.

Indonesian public's attention is very focused on the attitudes and policies taken by President Jokowi in organizing government has entrusted to him during the next 5 years.

The success of an organization both small organizations and large organizations highly dependent on the leader and the type of leadership that exist in the leadership of the type of leadership

where one will be able to affect change in the behavior of others to follow the direction of leadership.

We hear many famous leaders were greatly admired by the international community because of persona and the type of leadership that the implementation can affect people who hear it.

1. In a rule, the leadership pattern is determined by a number of determinants, among others:
2. Philosophy of the country as a way of life and worldview (lebensanschauung and weltanschauung).
3. Factors ideological, political, economic, social, cultural, defense, national security is grown in the country concerned.

Personality leaders with all the characteristics, habits, temperament and character that define the style of the organization that will be used, helpers that surround him, the means used, professed ideology and objectives to be achieved. (Kartini Kartono, 2011).

There are few international figures who are greatly admired by the international community of leadership as: Ir. Soekarno President of the Republic of Indonesia, Mahatma Gandhi in India who are able to invite people to strive together in seizing independence.

Many other figures who succeeded in carrying out their duties in carrying out the mandate given to him based on the type of leadership that is adhered to respectively.

The presence of a leader in the middle of the community is needed because people want to live together with a sense of peace side by side so we need a leader who can save.

We also heard many stories about the greed of leaders ranging from ancient times to the present repression against its members.

Understanding the Leader.

Hearing the words of a leader that is in our mind is that there is someone who is a role model in an environment.

The presence of the leader in a place influenced by a number of reasons and certainly one is based on the attitudes and behaviors that exist in itself which can convince others.

Any person or organization in desperate need of a leader is firm and bold, especially to fight for the rights and the fate of its members and is always present when the members of the organization requires.

The organization is a group of people who are in a container that cooperate in achieving goals together with utilizing all the resources that exist in the organization.

From the above understanding can be explained that the elements of the organization are:

1. The existence of a group of people.
2. The existence of cooperation.
3. The existence of a common goal.

Thus, the three elements that will have a bottleneck in the achievement that does not have a leader who is able to coordinate with existing members in it.

Definition of a leader is a person who has the skills and advantages (especially in the field) to be able to influence others to jointly undertake certain activities in order to achieve one or more objectives. (Syamsul Arifin, 2012).

Then Matondang, 2008, said that a leader is someone who is able to influence others to do or not do something to be desired as desired.

A leader is someone who has the ability to lead means to have the ability to influence the behavior of another person or group without regard to the form of the reason. (Susilo Martoyo, 2001).

From the above understanding is clear that the presence of a leader is needed once in an organization because it will be able to manage all the resources available to the organization for the welfare of its members live.

In a democracy the presence of a leader can be born at once because there are no rules that hamper the emergence of a leader in the midst of society, another case with the ancient times when the royal era where there will be a leader if it comes from the kingdom or the son of a king for generations.

Currently there are still some countries that embrace the kingdom such as: Thailand, Malaysia, Brunei, Japan, Britain, the Arab countries, etc.

In a country that adheres to the kingdom then people will not get the chance to be king of the common people so that is possible to be king.

In Indonesia, which adheres to the republican system of government gives an opportunity to every people of Indonesia to be anything in the government that has the ability to carry out their duties.

From the seventh President of the Republic of Indonesia, the Indonesian president only one person who has a relationship with his parents as a President is Mrs. Megawati, but not because of bloodlines as the son of the President which resulted in Mrs. Megawati became president, but because of the nature of democracy that exist in Indonesia which provides the opportunity for anyone to become a leader in Indonesia.

Leadership.

Said leaders have a relationship with the word leadership where these two words have a close relationship. Leader means a human figure, while leadership is in the process of carrying out the functions leader attached to a person.

When we consider that a successful leader when the leader is able to perform the function of leadership there is in him that is able to influence others to carry out his orders.

Leadership values that exist in a leader can come from a variety of reasons such as:

1. The instinct of existing born attached to him since the human being in the womb.
2. Experience in get by someone on the activities done in everyday life that can be emulated surrounding community.
3. The knowledge gained by someone on the leadership that the leader be a leader on knowledge gained. Such leaders are deliberately prepared by the government to meet the required number of leaders and quality leaders expected.

Preparation is done to get a quality leader expected leaders so as to bring the organization's direction and objectives for the future.

The Government issued a huge cost to make and prepare prospective leaders in both government institutions and the military and police agencies through increased formal education and training.

Faustino, 2001, said that the training is any attempt to improve the performance of the worker to a particular job is becoming a responsibility or a job that has to do with his job.

The goal of the training is carried out:

1. Increasing appreciation of life and ideology.
2. Increasing labor productivity.
3. Improving the quality of work.
4. Increase the provision of human resource planning.

5. Increase the stimulus so that employees are able to perform maximal.
6. Improve health and safety.
7. Avoid Obsolescence (Obsolescence).
8. Increase employee development. (Anwar Prabu Mangkunegara, 2001).

Based on the background of a person who has a variety of leadership styles leadership then it should be able to adjust the attitude and personality of its members. This is called it is the art of management (Management is art) means that every leader must have the art in leading his soldiers through its leadership attitude that can be adapted to anyone and in different situations.

Leadership is behavior and attitude shown leadership in others in the face of everything, especially in communicating with the people he leads. (Hadari Nawawi, Martini Hadari, 2004).

Then J.K. Hemphill & Coons AE, 1957 in Sutarto, 2001, said: "leadership is the behavior of an individual when he is directing the activities of a group toward the goal" (Leadership is the behavior of the individual when he directs the activities of the group to achieve a common goal).

Democratic Leadership Style.

Leadership style of a leader is different and depends on the attitude and personality of each of the leaders in every organization.

Each leader must be clever to adjust its style of leadership that subordinates can receive his superior leadership style in carrying out the tasks assigned to subordinates.

In the current era of democratization is certainly leadership style should be played is a leadership style appropriate to the era of democratization so that there is no conflict between superiors and subordinates.

There are several types of leadership, namely:

1. Leadership charismatic type of leadership that is in him that has the power to influence others through charisma that is in the leader.
2. Leadership is a type of leadership paternalistic fatherly type of leadership which assumes that the subordinate is not very mature so it needs to be directed and need to be empowered and protected.
3. The democratic leadership that is the type of leadership that provides guidance to his subordinates and always coordinated with subordinates, good cooperation and full responsibility.
4. Leadership militaristic is the type of leadership that exist in military organizations where subordinates lack the opportunity to give an opinion and always obeys the laws of superiors and can not refuse orders from superiors.
5. Etc.

From some type of leadership that is there then we will see the right type of leadership in the democratization era in which democratic leadership type is the type of leadership that is appropriate to the era of democratization.

Syafei, 2003, said that the democratic leadership style of government that is the way and the rhythm of a government leader in dealing with subordinates and society by means of the method the division of tasks with subordinates, as well as the subordinate tasks evenly divided, then the selection is done with an open task, among subordinates recommended discussions about its existence to discuss its work, even though both the low employee may submit suggestions and recognized rights, with the consent and consensus so possessed by mutual agreement.

Hasibuan, 2006, said that the democratic leadership style is the style of leadership that has the power to motivate subordinates to improve the motivation to work and carry it out with a persuasive leader it will create a harmonious cooperation between subordinates and superiors, subordinates and foster loyalty is important is able to foster the participation of subordinate.

Democratic leadership provides the opportunity for subordinates to carry out its activities in accordance with its expertise and there are no restrictions on the rights and obligations of each subordinate.

In Indonesia, democracy is very precise type of leadership to serve as the basis and soul of every prospective leaders in our country Indonesia.

Leadership type of democracy that exist in Indonesia is very in keeping with the values of Pancasila and the 1945 Constitution which became to follow for every citizen of our country because of the Pancasila and the 1945 Constitution has been explained that the Pancasila ideology contained in the principles of Pancasila describes the attitude and personality of the Indonesian nation.

There are several values of Pancasila and the 1945 Constitution that have a relationship with the leadership, among others:

1. In 1945 explained that every resident of Indonesia secured its independence in thought, prayer, etc.
2. Pancasila as the state, as the nation's personality and outlook on life as a nation. The values of the principles of Pancasila which Almighty God, just and civilized humanity, unity of Indonesia, Democracy, led by the inner wisdom of deliberations representation and social justice for all Indonesian people.
3. Leadership Pancasila will be able to maintain the noble values of our ancestors.

Kartini Kartono, 2012, explained that the leadership of Pancasila is in accordance with the characteristics of the Indonesian nation with be based on to:

1. Ketuhanan Yang Maha Esa (Belief in God Almighty).
2. Hing ngarsa sung tulada (in front of an example).
3. Hing madya mangun karsa (in the middle of building motivation and willingness).
4. Tut wuri Handayani (behind giving strength).
5. Waspada purba wisesa (alert and power based on authority and power).
6. Ambeg Paramarta (have the correct properties).
7. Prasaja (are simple).
8. Satya (faithful).
9. Hemat (Gemi, nastiti, ati-ati) / thrifty, careful, meticulous and careful.
10. Terbuka (Open).
11. Legawa/rela dan tulus erta ikhlas (willing and genuine and sincere).
12. Bersifat Ksatria (noble character and praiseworthy).

Democratic Leadership research.

1. Mardiana, 2014, explaining that the democratic leadership style has a positive influence on the performance of employees at the Secretariat Office of Samarinda at 15.244%.
2. Son, Raniasa and Sobiri, Kgs, M. And Alfatih, Andi, 2006, said that the democratic leadership style have a relationship with the performance of employees in the Office of Industry, Trade and Cooperatives, Small and Medium Entrepreneurs Ulu Ogan Ogan at 0.788.

3. Dwi Windu Satya Adriana, 2014, There is a principal's leadership style influence on the performance of the National Starch teacher in high school.
4. Husnaini Mailisa Safitri, Amri, M. Shabri, 2012, where the results of the research explained that there is an influence on the performance of democratic leadership style described by $t_{hitung} > t_{table}$ ($3.462 > 1.645$).
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