

## ANALYSIS OF THE LEADERSHIP STYLE OF THE REGIONAL HEAD OF GOVERNMENT POLICY DURING THE PANDEMIC CORONA IN THE PERCEPTION OF THE STUDENT AS A MEASUREMENT OF SOCIAL STABILITY AND ECONOMIC

**Sri Anugrah Natalina**

Faculty of Economics and Islamic Business (FEBI), IAIN Kediri

*anugrah.sujadmiko@gmail.com*

**Dijan Novia Saka**

Faculty of Economics and Islamic Business (FEBI), IAIN Kediri

*ajiskanova@gmail.com*

### **Abstrak:**

*Permasalahan yang muncul adalah kesiapan pemerintah daerah dalam merespon setiap kebijakan pemerintah pusat dengan reaksi yang berbeda-beda dan tidak ada sinkronisasi pada setiap kebijakan antar pemerintah daerah. Hal ini yang menunjukkan banyaknya reaksi masyarakat yang berbeda-beda tergantung pada budaya yang tercipta di wilayah daerahnya masing-masing yang berdasarkan pola kebijakan yang ditempuh pemerintah daerahnya. Berdasarkan hasil korelasi pearson menunjukkan bahwa Leadership Style memiliki hubungan cukup kuat dengan Perception of Students, yang ditunjukkan dengan angka 0.580. Dan Leadership Style memiliki hubungan yang lemah dengan Social and Economic, yang ditunjukkan angka 0.354. Sedangkan untuk Perception of Students memiliki hubungan yang cukup kuat dengan Social and Economic, yang ditunjukkan dengan angka 0.541. Hasil ini menunjukkan bahwa Leadership Style memiliki hubungan yang cukup kuat bila melalui Perception of Students. Hal ini bisa disebabkan oleh faktor-faktor sebagai berikut :1). Mahasiswa lebih mengenal karakter pimpinan daerah, 2). Media Sosial aktif di lakukan oleh mahasiswa, sehingga pengetahuan tentang tindakan, perilaku, dan kebijakan kepala daerah dapat diketahui oleh mahasiswa, 3). Banyaknya kepala daerah di wilayah Jawa Timur yang aktif di media sosial dalam memberikan berbagai informasi, 4). Wilayah Jawa Timur kondisi masyarakatnya cukup baik secara Social and Economic, bila dilihat dari Indeks Pembangunan Manusia, 5). Banyak program pemerintah pusat tersalurkan dengan baik, BLT, Kartu Pra Kerja, PKM, KIP dan program bantuan daerah lainnya. Penelitian ini menunjukkan hasil yang tidak berbeda jauh dengan peneliti-peneliti sebelumnya, bahwa Leadership Style seorang kepala daerah menurut Perception of Students cukup berperan dalam menunjang keadaan Social and Economic pada daerah atau wilayah yang dipimpinnya.*

**Kata Kunci:** *Kepemimpinan, Persepsi, dan Kondisi sosial ekonomi*

### **Abstract:**

The problem that arises is the readiness of local governments to respond to every central government policy with different reactions, and there is no synchronization in each policy between local governments. This shows that many different public responses depend on the culture created in their respective regions based on the pattern of policies adopted by the regional government. Based on the results of the Pearson correlation, it shows that Leadership Style has a reasonably strong relationship with student perceptions, which is indicated by the number 0.580. And leadership style has a weak relationship with social and economic, characterized by the number 0.354. Meanwhile, students' perception has a reasonably strong connection with social and economic, shown by the number 0.541. These results indicate that leadership style has a sufficiently strong relationship through student perceptions. This can be caused by the following factors: 1). Students are more familiar with the character of regional leaders, 2). Students actively carry out social media so that knowledge about regional heads' actions, behavior, and policies can be known



## Analysis of The Leadership Style of The Regional Head .....

by students, 3). The number of regional leaders in the East Java region who are active on social media provides various information, 4). The East Java region is in good condition socially and economically, when viewed from the Human Development Index, 5). Many central government programs are well channeled, BLT, Pre-Employment Cards, PKM, KIP, and other regional assistance programs. This study shows results that are not much different from previous researchers. According to student perceptions, the leadership style of a regional head is entirely instrumental in supporting the social and economic conditions in the area or region he leads.

**Keywords:** Leadership, Perception, and Socio-economic Conditions

### Introduction

A government aims to create economic development and the community's welfare. Todaro, in his research, revealed that economic development is the stages and processes of various sectors or multidimensional that can cause changes in an economic structure, social, social, institutional, economic growth, and equitable development.<sup>1</sup> Regarding the state's role in the economy, Muhammad Al Mubarak, in the book of *Nizam al-Islam*, states that the country is one of the three pillars of the Islamic economic system together with faith (moral) and the principles of financial organization.<sup>2</sup> The Qur'an, as the first source of Islamic teachings, describes the state's agriculture in the market mechanism and the economy in general. In this context, in the book *Nizam al-Islam al-Iqtisadi*, Al-Mubarak quoted a Quranic verse surah Al-Hadid verse 25.

We need a leader in a government that can accommodate these goals. Many definitions describe the leader. A leader is an underdog or figure in an organization or part of a member of society with a name widely known globally, directly and indirectly.<sup>3</sup> Meanwhile, the existence of a leader can be interpreted or act as a behavior carried out and done by a person by the expectations and conformity with the wishes of the community on its position.<sup>4</sup>

In its development, a government makes a regulation addressed thoroughly to all areas in the region. So that the local government will reflect the policies set at the central government, the problem that arises in every area in the digest and implement the regulations will be different. This difference can be caused by: 1) culture of the region, 2). character/leadership style, 3). human resources and natural resources of the area, 4). characteristics of society. Likewise, the concept of economic development in the region is a stage and process of partnership between local governments, communities, and the private sector. Leadership style will influence the leadership

---

<sup>1</sup> Michael P. Todaro dan Stephen C. Smith, *Economic Development : Pembangunan Ekonomi di Dunia*, 12 ed. (Jakarta: Erlangga, 2014).

<sup>2</sup> Muhammad Al-Mubarak, *Nizam al-Islam, al-Hukm wa al-Dawlah*, Beirut: Dar al-Fikr, 1989.

<sup>3</sup> Wirawan, *Kepemimpinan: Teori, Psikologi, Perilaku Organisasi, Aplikasi dan Penelitian*, 1 ed. (Jakarta: Raja Grafindo Persada, 2013), 9.

<sup>4</sup> Veithzal Rivai Zainal, *Kepemimpinan dan Perilaku Organisasi*, 2 ed. (Jakarta: Raja Grafindo Persada, 2013), 148.

style of a society.<sup>5</sup> At the same time, the concept of Islamic economics outlines the top of the highest leadership decision-making, namely promoting deliberation, but still a lot of leaders that are difficult and unable to accept suggestions and feedback, and criticism from the community.<sup>6</sup>

Indonesia is one of the countries struggling to fight the Corona pandemic. A health crisis is happening globally, and almost all countries are affected. When described then the pandemic Corona much defines it as an outbreak of a disease that causes the body and the human body to be exposed to the virus will have symptoms similar to the symptoms of the disease in influenza. And the condition is not due to bacteria, but the cause is a virus known as the Corona. This Virus enters the family Coronaviridales that can be transmitted in all living creatures, especially in a clump of mammals, including humans. In the human body, ways in which this virus will work cause infection of the respiratory tract or attack the respiratory tract, which initially has symptoms that may be overlooked, such as fever, flu, and cough dry. This difference is spreading in the body that has been infected will be quickly within the human body when the antibodies of the human being are weak, or the man had a history of congenital disease.

A health crisis has a fatal impact and results in almost all the sectors experiencing the effect. Since the emergence of the health crisis in early 2020, the economy until its stability has been disrupted. This is indicated by the number of companies that lay off employees; many businesses could not continue their efforts. The economic growth of Indonesia Country is experiencing a slowdown; this is caused by many factors macro-economic form of export of the country decreases, the country's import decreased, while the community is still very wasteful and investment patterns that occur are not experiencing growth but the tendency of slowing down. Then the impact of the economic slowdown, this is the number of the company to improve efficiency by reducing the amount of labor, doing the reconditioning work, the level of purchasing power decreases so that the emerging social problems such as many societies are starving, and other social issues are increasing, such as theft, mugging, and others.

The economy of Indonesia was corrected with the health crisis because economic growth is very low. Based on ratings and measurements made by an institution that focuses on economic research, CORE or Center of the Reforms on Economic convey that the economy will grow only minus 2 % and a maximum of 2 % in Indonesia. The prediction results will make the Country of Indonesia perform a variety of policies related to preventing the Coronavirus. This is appropriate to consider a variety of sectors. In line with reviews of the government represented by the statement

---

<sup>5</sup> Mohammad Amir Furqon dan Moh. Amin Qudbi, "Pengaruh Gaya Kepemimpinan Terhadap Kinerja Masyarakat Pada BUMDES Rombasan Sumenep," *Makro: Jurnal Manajemen dan Kewirausahaan* 3, no. 1 (2018): 109–21, <https://doi.org/10.36467/makro.2018.03.01.07>.

<sup>6</sup> Nuning Setiyorini, "Analisis Gaya Kepemimpinan Perspektif Ekonomi Islam Pada UMKM Pengrajin Tas UD Grafika Ponorogo" (Tesis/Disertasi, IAIN Ponorogo, 2020).

## **Analysis of The Leadership Style of The Regional Head .....**

of the Minister of Finance, said that the economic growth of the state of Indonesia can only grow to a maximum of 2.5% of even the worst possibility is 0%, this would happen if the government could not take policy concrete in overcoming the pandemic Corona. The policy made by the government, many of which have been executed to provide a stimulus in all sectors. Sector the main focus is the sector of UMKM and banking. On the run is to provide working capital to UMKM and debt restructuring UMKM/companies in banking. Global conditions are also accounted for the deterioration of the economy of Indonesia is the decline in the price of oil and gas the world through the numbers to USD 30 per barrel, in addition, it shows the flow of capital out throughout the last 6 months it offers a lot of the selloff by foreign investors until it reaches the Rp. 16 billion. This shows negative sentiment that the level of confidence of foreign investors is declining, and many companies will have capital difficulties. The world market is experiencing panic, which can also impact Indonesia's country due to many government bonds held by foreign investors to reach 38.5%. If there is a simultaneous sell-off, the government will experience an economic crisis, as ADB or the Asian Development Bank reviewed.

Sectors of the economy most affected are household consumption with the phenomenon of the number of layoffs, the adjustment of wages cause unemployment and poverty. Another sector that is also highly affected is the informal sector; many businesses can no longer survive because the revenues are declining, so a lot of the informal sector cannot make payments on its credit. Regulation start laid out by the government through the authorization of the Central Bank and the FSA to anticipate and maintain economic stability.

Indonesia, in its government system, has implemented regional autonomy. Each region reserves the right to make policy the derivative itself to adjust to the conditions in the territory of the concept of the central government's policy. The situation is now almost in each region, regional leaders did not come from official careers, but there are many parties outside the authorized job. This will be one of the problems associated with the pattern of leadership. The problem is the leading policy of the areas is not based on a rule or regulation of governmental administration. Much-needed regional leaders who can quickly adapt to the policy and the government budget pattern. Another problem that arises is local governments' readiness to respond to each central government policy with different reactions, and there is no synchronization in each policy between local governments. This shows the number of responses of other communities depending on the culture created in the territory of each region based on the pattern of the policies pursued by the area's government.

East Java is one of the provinces where the Coronavirus is still relatively high. At the beginning of the emergence of the coronavirus in Indonesia, East Java Province (May 2020) shows

the total number of people in monitoring (ODP) as much as 19.585 persons, Patients under surveillance (PDP) as much as 3.131 persons, confirmed as much as 1.031 persons, recovered as many as 165 persons and who died as many as 107 persons. For the City of Kediri, based on these data indeed not the most a lot of the people exposed to the Corona Virus, it is precise with such circumstances would pose the question, does the number of people affected by the Corona Virus due to the presence of the correct policy of the head of the region in preventing the transmission of the Corona Virus to the community as well as how the head of the region in dealing with the pandemic Corona is either in the process of implementation of policies of the central government which is further applied in the area or collaborate policy of the central government and the regions.

Kediri city and some cities in East Java is one of the regions led by a mayor or regent, who was still relatively young, with the age of which is still at about 40 years. Like Banyuwangi, Nganjuk, Trenggalek, and others are led by the head of the region, which is still young. This current Era shows the phenomenon that the community gives more appreciation to the leaders of the young, such as governor of Central Java Mr. Ganjar Pranowo, Governor of West Java Mr. Ridwan Kamil, mayor of Surabaya, Mrs. Tri Rismaharani, Mr. Azwar Annas Regent of Banyuwangi and many more young leaders. They are now being much in demand by the public. Kediri city became one of the cities led by a young Mayor. A notorious Program of the Government of Kediri is the Community Empowerment Program (Prodamas). Every Neighborhood Association (RT) program was given the trust of several funds to realize the agenda of the construction of the self. Another program that is no less phenomenal is the speedy administration service. For example, the maintenance of the death certificate/birth and identity card (KTP) in 1 (one) day to wait.

The pattern of leadership that is running on the head of each region is a style that can not be that good in a particular area will also better in the territory of the other. This makes the size of, and the indicator of the success of the leadership patterns of the head of the region is not on the similarity of the policy which applies over the issue of what happens, but instead on how these policies can minimize the problems that confront him. Leadership style can be described as something seen from the behavior shown and indicated or displayed by one who has the power/leader to the community as the person who will lead. The behavior exhibited is related to communicating with the people/person who led or how the decision taken is viewed from the angle/essential usefulness to society. In addition, the assessment of leadership is also based on how the behavior in using his power or behavior affects others or society.

When the pandemic Corona requires a public strategy should be made ahead of the region in responding to the central government's policies to the area. Because the information is wide open and the community's ability to receive information is unique and a crucial problem that can

## Analysis of The Leadership Style of The Regional Head .....

cause friction between the community and its leaders. In addressing the health crisis, patterns widely emerge and differ in each region; the following is an example policy during the Corona pandemic.

**Table 1.1**

### **Example Pattern Of Policy Head Of The Region On Three Areas In The East Java Region**

<b>No.</b>	<b>Region</b>	<b>Policy</b>
1	Kediri City	<ul style="list-style-type: none"><li>○ Always Up to date the people affected by the coronavirus</li><li>○ Sets a referral HOSPITAL for patients with covid-19</li><li>○ Do Micro lockdown for regions of its citizens infected with covid-19</li></ul>
2	Kediri District	<ul style="list-style-type: none"><li>○ The community did not fear it would keep the citizens who contracted covid-19.</li><li>○ Do the spraying for the region that its citizens infected with covid 19</li><li>○ Appoint a referral hospital for Covid 19 patients</li></ul>
3	Tulungagung	<ul style="list-style-type: none"><li>○ Appoint a referral hospital for Covid 19 patients</li><li>○ Do lock down the micro to the region that any of its citizens infected with the virus covid 19</li><li>○ Up to date data on the development of Covid 19</li></ul>

Source: Field Observation

When referring to Islamic law, leadership is a caliph, interpreted as a substitute or representative. In Islam, if you become a ruler and have subordinates, you must protect the Earth from damage; this can mean that a person with authority must maintain peace and comfort or benefit the people. Another mention of a leader in Islam is by Ulil Amri.

Literate societies, to the current, can be represented with the students because of the level of education they've been up to at college. And the student is an example of a society that still has the energy to perform the role of criticizing government policy. It is evidenced by the students that now it's always kritrisi overall policy leaders. In the region of East Java, there are 326 state universities and private universities, with the number of students as much as 521.475 active students.<sup>7</sup> Kediri city, there are 1 (one) state university (PTN) and private universities) 6 (six). This student's opinion can represent the people of Kediri in providing an assessment of a leader, which is assessed by the people's aspirations.

East Java is a pretty friendly province in education because of the many universities (PT) that exist and can be an option. At the same time, the faculty of economics is a faculty that has a relatively large number of enthusiasts when compared with other faculties. In the Faculty of economics, students will get knowledge and competence in economic and social expertise. With

---

<sup>7</sup> Pusdatin Kemenristekdikti Indonesia., *Statistik Pendidikan Tinggi Tahun 2018 - Pangkalan Data Pendidikan Tinggi* (Jakarta: Pusdatin Iptek Dikti, Setjen, Kemenristekdikti, 2018).

these competencies, students' sensitivity will be honed if they see a policy of regional leadership that does not show partiality to the people/community. Pandemic Corona is closely related to the social and economic conditions of the district, namely the number of people who become poor because they are no longer able to meet their basic needs, layoffs everywhere, and declining public welfare. Based on the theory presented, Wirutomo outlines that the things that can be used to assess the level of social economy in society are:<sup>8</sup> a. Education, namely the standardization of the level of education of the community; b. Work that is more on what is being undertaken in the community; c. Income, namely the acquisition of income that people receive from work; d. The state of the household is how the welfare in the family; e. Place of Residence, namely whether or not the place of residence of the community; f. The ownership of Wealth, namely on the presence or absence of valuable items and the so-called basic needs; g. Position in the Organization, namely have or not to pursue a career in the workplace; and h. Economic activity is more on how the pattern of financial transactions of the society. Referring to the pandemic theory, this Corona attacks the aspects of the economic activity of the people, which then also has a domino effect to the other, such as the level of income decreases, layoffs, causing unemployment. The role of leadership in an area is vital to minimize this impact, although it can't be avoided. This study seeks to see the leadership style of regional heads in responding to central government policies to overcome this Corona pandemic based on the opinions of students who are more reactive with all significant and provincial government policies as a measure of regional social and economic stability.

## Literature Review

### The Concept of Social Economy

When referring to the word, social is initially called with the phrase “socius,” which can be interpreted as a friend, make friends. Social being pinned on the man because, in his life, a man will not survive and live in the absence of interaction between other creatures. This is because the human being is born with the capacity that he had (limited), which is then in the start to be able to live will be mutual friends or friends and each other to foster a close relationship or solidarity. And the grouping of people in living order of life and life due to mutual human interaction and are in need then mention in humans as social beings.<sup>9</sup>

While the science of sociology is human, it is often described that human beings are social creatures that can be interpreted by the inability of a man not to be able to live a life that is natural

---

<sup>8</sup> Paulus Wirutomo, *Sistem Sosial Indonesia* (Jakarta: UI Press, 2012).

<sup>9</sup> T. Sumarno Nugroho, *Sistem Intervensi Kesejahteraan Sosial* (Jakarta: Rineka Cipta, 1982), 3.

## Analysis of The Leadership Style of The Regional Head .....

without any interference or assistance from other people, so that many people who interpret social is something or things that have a relationship with many people or society.<sup>10</sup> Understanding the social in the Dictionary of Indonesian (KBBI) focuses on the decomposition of social interaction and community properties, exemplified as the nature of love to help others.<sup>11</sup>

The economy can not be separated from a human because the economy is very closely related to how humans survive. According to Gilarso mention that the science of economics is associated with a variety of ways and efforts of the man himself in the search for income to be used to provide for his family and also to meet all the needs in life that come from wage work or with all the resources that belong to human beings is limited.<sup>12</sup>

The social economy is often interpreted as a position or state of a person/human being in many people or communities, which are grouped on the pattern of activity of the economy, the education that ever lived, and the amount of income earned.<sup>13</sup> Koentjaraningrat never explained that a state of social and economic describes the position of the social community that is used to assess the part of its social structure in the society. Ahmad (1992) stated the number of residents more/solid, consumption pattern and demand of the goods or the amount of material food, the need for shelter/housing, the need for decent clothing, the condition of public health, it is tough to predict but have a strong influence on the human condition in his life.<sup>14</sup>

### The Concept of Leadership Style

Many leadership theories outline an attempt to bring a group of people who become part of the organization to run the task or job to achieve the organizational unit's goals. House in Gary Yukl defines leadership as an ability of a person who can influence, encourage, and make many people be helpful and contribute to achieving the goals of a unit.<sup>15</sup> Terry in Wahjosumidjo stated that "Leadership is the activity of influencing exercised to strive willingly for group objectives."<sup>16</sup> he has the skill to control, evaluate, and order many people in the environment to do by the direction.

Leadership style is described as a pattern run by a person called a leader in running various essential aspects of what you want to achieve for success in business units can be achieved with

---

<sup>10</sup> Bagja Waluya, *Sosiologi Menyelami Fenomena Sosial di Masyarakat* (Bandung: PT. Setia Purna Inves, 2007), 85–86.

<sup>11</sup> Tim Penyusun Kamus Pusat Bahasa, *Kamus Besar Bahasa Indonesia*, 4 ed. (Jakarta: PT. Gramedia Pustaka, 2008), n. Sosial.

<sup>12</sup> T.S.J Gilarso, *Pengantar Ilmu Ekonomi Mikro (Revisi)* (Jakarta: Karnisius, 2003), n. 15.

<sup>13</sup> I Wayan Gede Astrawan, I Made Nuridja, dan I Ketut Dunia, "Analisis Sosial - Ekonomi Penambang Galian C Di Desa Sebudi Kecamatan Selat Kabupaten Karang Asem Tahun 2013," *Jurnal Pendidikan Ekonomi UNDIKSH* 1 (2014).

<sup>14</sup> Koentjaraningrat, *Pengantar Ilmu Antropologi (Revisi)* (Jakarta: Rineka Cipta, 2009).

<sup>15</sup> Gary A Yukl dan William L Gardner, *Leadership in Organizations* (Upper Saddle River, NJ: Prentice Hall, 2002), 4.

<sup>16</sup> Wahjosumidjo, *Kepemimpinan dan Motivasi* (Jakarta: Ghalia Indonesia, 2003), 25.



either. According to Thoha,<sup>17</sup> the style of leadership is the norm-the norm of the top of a grammar rule/behavior of the so-called leaders in trying to influence the behavior of subordinates or how to make other people comply with the established laws such as he desired was. With leadership style, it will show, directly or indirectly, a belief from someone called the leader of the ability of subordinates/others who must follow the rules set. So the leadership style is about the leader's behavior and the choice of strategies applied, as successful collaborations based on philosophy, self-specialization, attitudes, and traits are used to influence their subordinates' performance.

Leaders who succeed in carrying out their duties can adapt and adjust to the environment in the unit of the organization. According to the Sutikno, leadership style said the ordinance or behavior of a person who has the power to control people in the department of the organization and is usually called with the type of leadership. Many theories discuss the type of leadership:<sup>18</sup> 1) Autocratic type is a pattern of layout how to lead with promoting his rights, so it does not need other people's opinions. 2) Type Control of the Smoke or The Fool (Laissez Faire) is a pattern of leadership that is not doing a lot of policy tend to let all the running itself and does not have a specific goal or achievement of success. 3) Paternalistic is the type where the pattern of leadership is based on lineage or family members so that these leaders must ensure the welfare of the members of their family is. Put the people in the organization as a family member, so the leader's task will be heavy because the organization members hope to its leader. 4) the Charismatic describes a leader who has specific characteristics: its appeal is very alluring to gain a considerable following, and followers were not always able to explain in concrete terms why the person that is admired is. 5) militaristic type, militaristic type leader can not be confused with the military concept. This type of leader is more described by a military organization leader who moves his subordinates more often using the command system. 6) Type of Pseudo-democratic, is a leader in this type more on the concept of manipulative. A negative impression exists on this type of leader because this type of leader seeks to create a scenario of ideas and suggestions for a group of organizations and bring everything in the organization must support and approve it. 7) the Democratic type is a leader with a concept that puts forward the opinions or aspirations of his subordinates.

### **The Characteristics of The Ideal Leader In Islam**

In Islam, the description of leadership is as follows: a). Loyalty to the Creator (Allah SWT); b). Promoting the mandate and objectives of the organization in the concept of leadership; c). To prioritize Islamic ahklaq so that it is by Sharia in conducting leadership; d). Trust in the Qur'an and

---

<sup>17</sup> Miftah Thoha, *Kepemimpinan Dalam Manajemen Suatu Pendekatan Perilaku*, 1 ed. (Jakarta: Raja Grafindo Persada, 2013), 49.

<sup>18</sup> Sutikno, *Pemimpin dan Kepemimpin: Tips Praktis untuk Menjadi Pemimpin yang diidolakan* (Lombok: Holistica Lombok, 2014), 35.

## Analysis of The Leadership Style of The Regional Head .....

the Qur'an. The leader in Islam is not arrogant that there is a more perfect, namely Allah The Almighty; f). Dyslipin, consistent and consistent, which is expected to have the soul in the lead; g). Excellent leaders in decision-making would be quick and precise h). an open attitude can be used to mirror the mood of *tawadlu'* (humble);

Referring to the opinion of Shaykh Muhammad al-Mubarak that there are terms for a person who can be called a leader, including 1). Aqidah Salimah, or beliefs that are straight and true, 2). Knowledgeable, 3). *Akblaul karimah*, 4). The ability of good management, 5). Insightful administrative in worldly affairs.<sup>19</sup> The characteristics and criteria of success of a leader are 1). There is a sense of love from the people/subordinates, 2). Can accommodate the aspirations of his people, 3). Able to accept criticism wisely, 4). Deliberation and consensus in decision-making, 5). There is a firmness in leadership but not authoritarian, 6). Create a corporate culture full of love.<sup>20</sup>

### Perception

Individual human beings will always have an opinion to assess what happens both natural phenomena and the behavior of others. Ideas that represent what many values define as perceptions. According to Schacter Daniel, a stage that starts from the work of the five senses when responding to outside stimuli is summarized into data and finally conveyed as information or opinion.<sup>21</sup>

Internal and external factors can cause the process in humans that affects an opinion on what is seen. Internal factors can be: physiological, attention, interest, needs direction, experience, and memory and mood. At the same time, external factors can be the size and placement of the object, the color and the uniqueness of the thing, the intensity, and movement.

Things that use affects the perception is a). Personal Effects' presence is associated with the experience, the introduction of the above conditions, the environment; b). Its Cultural Effect is related to the context of the above culture, both the culture of domicile and education; c). The presence of Physical Effect is associated with the process of observing, knowing, and existence in the environment.<sup>22</sup>

According to the Islamic view, perception uses the function of psychology or psychics to understand a variety of events and reality in livers. Because the degree of human given the degree of idiosyncrasy that the presence of the mandate of the caliphate so that it is more complex than other creatures. The process and functionality of perception begin with creation, as in the QS. Al-

---

<sup>19</sup> Hafidhuddin Didin dan Hendri Tanjung, *Manajemen Syariah Dalam Praktik*, 2 ed. (Jakarta: Gema Insani Press, 2013).

<sup>20</sup> Veithzal Rivai Zainal, Muliaman Darmasayah Hadad, dan Muhammad Syafii Antonio, *Islamic Business Management: Praktik Manajemen Bisnis yang sesuai Syariah Islam* (Yogyakarta: Badan Penerbit Fakultas Ekonomi UGM, 2013).

<sup>21</sup> Daniel Schacter et al., *Psychology* (London, EN: Macmillan International Higher Education, 2011).

<sup>22</sup> Stephen P. Robbins dan Timothy A. Judge, *Organizational Behavior* (London: Pearson Education, 2017).

Mu'minun verse 12-24, which is mentioned, is a process for creating a human creature equipped with a function-the function of the five senses, namely: hearing and vision. In theory, it is outlined that the process of perception will always be preceded by the operation of the acceptance of a stimulus on the receptors, are the senses. So next feel something happen to him coming over to external influences.<sup>23</sup>

## Method

This study will be tested with a quantitative approach based on the concept of the study positivism. This research will use quantitative research, namely the idea of research based on the ordinance of positivism. This study will test the population and the sample using research instruments; data analysis is statistics, which has the purpose of testing the hypothesis that has been set.<sup>24</sup> This research is included in this type of research is a correlation because of the problems that arise in this study to test whether there is any relationship between two or more variables.<sup>25</sup>

The purpose of this study was to determine the influence of the presence or absence of the power between the variables X (leadership style) head of the region with the variable Y (the social and economic community) as well as variable interveningnya M (perception) FE students in the City of Kediri.

## Population and Sample

The population is a picture of the research object that is thorough and complex.<sup>26</sup> Therefore, the description above of the people in this research is how the image of a series of the research object that can be in the form of a living creature such as humans, animals, symptom or phenomenon, the value or size, event or events, attitudes or behavior of live and so forth.<sup>27</sup> In this research population, all students of FE in the region of East Java amounted to 521.475 persons. In determining the number of samples in this research, the table of sample size determination Isaac and Michael of the population with a specific error level of 1%, 5%, and 10%.<sup>28</sup> In this study, the level of sampling error or error in determining the amount of sample at the level of 5% error, with a population of infinity. As for the number of pieces in this study was 349 persons.

## Hypothesis Research

H1: There is a relationship significant between Leadership Style with the Social and Economic

---

<sup>23</sup> M. Utsman Najati, *Psikologi dalam Al-Qur'an (Terapi Qur'ani dalam Penyembuhan Gangguan Kejiwaan)*, trans. oleh M. Zaka Alfari (Bandung: Pustaka Setia, 2005).

<sup>24</sup> Sugiyono, *Metode Penelitian Kuantitatif Kualitatif dan R&D* (Bandung: CV. Alfabeta, 2011), 8.

<sup>25</sup> Sugiyono, *Metode Penelitian Manajemen* (Bandung: CV. Alfabeta, 2013), 247.

<sup>26</sup> Suharsimi Arikunto, *Prosedur Penelitian Suatu Pendekatan Analisis*, 12 ed. (Jakarta: Rineka Cipta, 2010), 173.

<sup>27</sup> H. M. Burhan Bungin, *Metodologi penelitian kuantitatif: edisi kedua*, 2 ed. (Jakarta: Kencana Prenadamedia Group, 2005), 99.

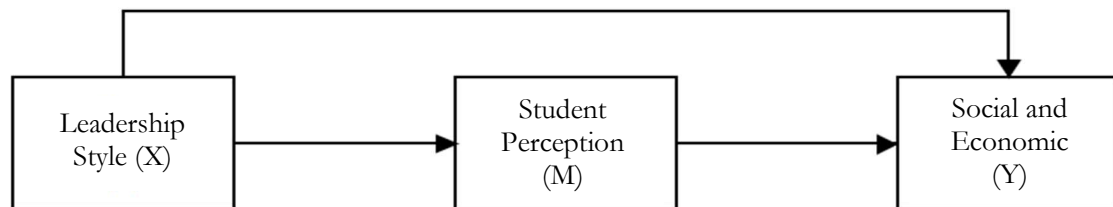
<sup>28</sup> Sugiyono, *Metode Penelitian Kuantitatif Kualitatif dan R&D*, 99.

## Analysis of The Leadership Style of The Regional Head .....

H2: There is a relationship significant between Leadership Style with the Perception of the Students

H3: There is a Relationship significant between Leadership Style Through the Perception of Students with Social and economic

**Chart 1.**  
**Hypothesis Model**



A government must distribute the policy to achieve all the goals and regions. Required a government firm and wise that a government based on the legality of the law or authority attached to run the administration of the public, which can foster a sense of belonging and a sense of responsible subordinate/community.<sup>29</sup> Democracy is characteristic of the upper form of responsibility to the holder of the position selected by the community. The leadership style of the head of the region to run the policy of the Central Government will vary in class so that the community in receiving the results of the procedure carried out by the head of the region will be different. To represent the community, this study focused on students' opinions. This is because students can represent the community; the basis is that students reflect the academic community and are more open to voicing their opinions. The student's perception of the hope of this research can voice my opinion, people who are critical of the government. In addition, students will be more sensitive to the condition of the people, and between before and after the policy of the head of the region. Economic development can be perceived by the people affected by leadership style.<sup>30</sup> While Makhfutz emphasizes the tendency of leaders who currently occupy positions, the behavior is changed to be a growing sense of master, overbearing, and consistently accurate.<sup>31</sup>

### Discussion

Leadership style and Students' Perceptions of Social and Economic based on the value of sig. F Change shows the simultaneous correlated or has simultaneous relationships. It is precisely

<sup>29</sup> Karhi Winardi Nisjar dan J Winardi, *Manajemen Strategik* (Bandung: Mandar Maju, 1997), 123.

<sup>30</sup> Stasia Hellen Kawung, Johnny Hanny Posumah, dan Joorie Marhaen Ruru, "Pengaruh Gaya Kepemimpinan Kepala Desa Terhadap Peningkatan Pembangunan Ekonomi Masyarakat (Studi di Desa Koreng Kecamatan Tareran Kabupaten Minahasa Selatan)," *Jurnal Administrasi Publik* 5, no. 81 (2019): 21–27.

<sup>31</sup> Muhammad Makhfudz, "Karakteristik Pemimpin dan Gaya Kepemimpinan untuk Meningkatkan Daya Saing," *Prosiding SNaPP: Sosial, Ekonomi, dan Humaniora* 2, no. 1. ISSN 2089-3590 (2011): 505–10.

on the variable of leadership style on Social and Economic shows the results do not simultaneously touch. Following the results of the test sig. F Change-its for each of the variables :

**Table 2.**

**F Test Change Leadership Style To The Social And Economic**

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	0.126 <sup>a</sup>	49.844	1	347	0.000	0.758

a. Predictors: (Constant), Leadership Style

b. Dependent Variable: Social and Economic

Based on Sign value. F Change indicates  $0.000 < 0.05$ , which means that X (leadership style) simultaneously correlates or has a relationship with social and economic variables. R-value of 0.126 and based on the degree of correlation relationship guidelines, 0.126 shows that the relationship between the variables of leadership style to social and economic variables included in the correlation category has a weak connection.

**Table 3.**

**Test F Change Students ' Perception of Social And Economic**

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	0.293 <sup>a</sup>	143.759	1	347	0.000	1.568

a. Predictors: (Constant), Perception of Students

b. Dependent Variable: Social and Economic

Based on the value of Sig. F Change shows  $0.000 < 0.05$ , which means that the Perception of the Student (M) simultaneously correlated or have a relationship with the variable of social and economic. R-value 0,293 and based on the guidelines of the degree of relationship correlation 0,293 show that the relationship between the variables of Leadership Style to variable Social and Economic included in the correlation category has a weak connection.

**Table 4.**

**F Test Change Of Leadership Style On Student Perception**

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	0.001	.307	1	347	0.580	1.081

a. Predictors: (Constant), Leadership Style

b. Dependent Variable: Perception of Students

## Analysis of The Leadership Style of The Regional Head .....

Based on the value of Sig. F Change shows  $0.580 > 0.05$ , which means that X (leadership style) is not simultaneously correlated or has a relationship with the student perception variable (M). The value of R is 0.001. Based on the guidelines of the degree of correlation relationship, 0.001 shows that the relationship between the variables of leadership style to student perception is included in the category of correlation that has a fragile relationship.

The equation in this study will appear as follows :

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 2.828 + 0.373 X + 0.446 M$$

**Table 5**  
**Regression Analysis**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	2.828	1.306		2.165	0.031
1 Leadership Style	0.373	0.041	0.371	9.134	0.000
Perception Of Students	0.446	0.033	0.552	13.604	0.000

a. Dependent Variable: Y

Visible column B Constant (a) has a value of 2.828. Whereas in a column of Leadership Style (X) has the value of the regression coefficient (b<sub>1</sub>) of 0,373 and in the queue, the Perception of the Student (M) has a value of regression coefficient (b<sub>2</sub>) of 0,446. The coefficient b is called the regression coefficient and declares the average change of variable Y for each shift in the variable X by one unit. This change is added when b is positive and decreases when b is marked negative. From the above equation, it can be interpreted that if the variable of Leadership Style is up to one unit, then the Social and the Economy will rise by 0,373. Similarly, if the variable Perception of Students gained one unit, then the Social and the Economy will increase by 0,446.

### Test F, Test t, and coefficient of determination

F test aims to determine the influence together between variable X and Intervening variable (M) to the dependent variable (Y) :

**Table 6.**  
**Simultaneous Parameter Test (Statistical Test F)**

#### ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1071.799	2	535.900	130.674	.000 <sup>b</sup>
Residual	1418.963	346	4.101		
Total	2490.762	348			

- a. Dependent Variable: Social and Economic
- b. Predictors: (Constant), Perception of Students, Leadership Style

F test in this research compares the  $F_{count}$  and  $F_{table}$  on the confidence level (0,05) or by looking at significant F if  $F_{count} > F_{table}$  or significant value of  $F < 0.05$ , then  $H_0$  is rejected and  $H_a$  accepted.

$F_{count}$  130.674 with a significant value of 0.000 indicates that the independent variables influence the dependent variable simultaneously. The hypothesis is that the Style of Leadership and the Perception of the Students jointly or simultaneously affect the Social and Economic acceptable.

The t-test shows how far the influence of one variable is explanatory/independent individually in explaining the variation in the dependent variable.

**Table 7.**  
**Test the Parameters of the Regression (Test Statistic t)**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.828	1.306		2.165	0.031
1 Leadership Style	0.373	0.041	0.371	9.134	0.000
Perception of Students	0.446	0.033	0.552	13.604	0.000

a. Dependent Variable: Y

Based on the above table, it can be known that  $T_{count} > T_{table} = 9.134 > 1,97047$ , which shows that  $H_0$  is rejected.  $H_a$  accepted, with a significance value of  $0.000 < 0.05$ , then  $H_0$  is rejected, and  $H_a$  took, which means there are real influence (significant) variables of Leadership Style (X) to variable Social and Economic (Y). Next,  $T_{count} > T_{table} = 13.604 > 1,97047$  with a significance value of  $0.000 < 0.05$ , then  $H_0$  is rejected, and  $H_a$  accepted, which means there are real influence (significant) variables Student Perceptions (M) of the socioeconomic variables (Y). If the Leadership Style (X) and the Perception of the Student (M) are assumed not to influence all ( $= 0$ ), then Social and economic factors influenced the other is by 2.828. And if the Leadership Style (X) increased one unit, then the Social Economy will be improved/increased by 0,373. So if the Perception of the Student (M) experienced an increase of one team, then the Social Economy will rise by 0,446

The coefficient of determination ( $R^2$ ) measures how far the model's ability to explain the dependent variable is. In this study, the calculation of correlation of determination to calculate how far the power of the X variable (Leadership Style and Perception of Students) is in explaining the dependent variable Y (Social and economical). Testing criteria  $R^2 = 0$ , meaning that the independent variable does not affect the dependent variable. If  $R^2$  is closer to 1, 100% means that

## Analysis of The Leadership Style of The Regional Head .....

the independent variables influence the dependent variable.<sup>32</sup> The results of the partial data are as follows:

**Table 8.**  
**The Coefficient of Determination**

Model	R	R. Sq	Adjusted R. Sq	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	0.656 <sup>a</sup>	0.430	0.427	2.025	0.430	130.674	2	346	0.000	1.063

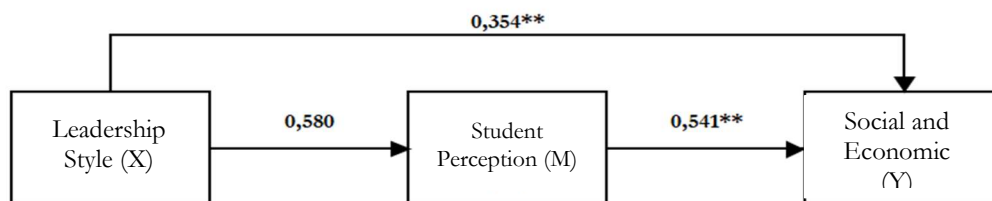
a. Predictors: (Constant), Perception of Students, Leadership Style

b. Dependent Variable: Social and Economic

The relationship/correlation between the variables of Leadership Style and Perception of the Students with the variables of Social and economic, shown by the value of R, is 0,656. The figure is almost close to Figure 1; it can be concluded that the Leadership Style and Students' Perceptions had a solid relationship to the Social and economic. The determinant coefficient or R-square has a value of 0,430, meaning that the magnitude of the influence of the variables of Leadership Style through Students' Perceptions of Social and economical by 43 % while the rest (57 %) is influenced by other factors not examined in this study.

The student represents the community or the people in a region or area with the characteristics of the educated. So when the respondents in this study are devoted to students residing in East Java, it shows how the sensitivity of students who are active in social media, so it is assumed that information about the policies undertaken by each regional head has been known or socialized on students.

**Chart 2.**  
**Test-Path Analysis**



The chart above depicts the results of the Pearson correlation test for each variable. Pearson correlation is used to measure the strength and direction of a linear relationship between two variables. The arrows indicate the direction of the relationship between variables.

The Pearson correlation results showed that Leadership Style has a relationship strong enough with the student's perception, indicated by the numbers 0.580. And leadership Style has a



weak correlation with social and economic, shown in figure 0.354. As for the students' perception has a strong enough relationship with the social and economical, which is indicated by the numbers 0.541. These results show that leadership Style has a strong enough relationship when through the perception of the students. This can be caused by several factors as follows:

1. Students are more familiar with the character of the regional leadership.
2. Students actively do social media so that the knowledge about the region's actions, behavior, and policy head can be known by the students.
3. The number of regional heads in the East Java region which is active in social media in providing a variety of information
4. The East Java region's condition of the people quite well socially and economically when viewed from the Index of Human Development.

Effective government programs channeled properly, including BLT, Cards Pre-Employment, PKM, KIP, and other assistance programs.

### **Leadership style Through Students ' Perceptions of Social and Economic**

Social and economic conditions in a region make the basis of leaders in the area to determine policy. This causes the policy in each region there will be otherness when describing the central government's policy. As in Kediri Regency, because geographically the area is vast and separated, copy it and the culture of the people who are still thick with conventional structures and regionalism. The socialization of policy is not with technological advances or social media. The Kediri people are more modern than all policies socialized with social media. The pattern of an active approach in social media in East Java province is the City of Kediri, Malang, Madiun, and Surabaya.

In contrast, areas that have not been active on social media are the District of Kediri, Lamongan, Trenggalek, Nganjuk. Referring to Government Public Relations (GPR), which in the underlying on the implementation of Presidential Instruction No. 9 of 2015 on the management of public communication, with the integration of government communication channels, shows that the central government wants each region to utilize social media to access social media to communicate its regional policies. These results support Manik's research that a policy or decision of the leader should be able to reflect the sense of Justice of the community/subordinates. Sidauruk outlines that the leadership style influences a work culture of high quality and effectiveness; the leader must understand the leader's motivation, strengths, and weaknesses.<sup>33</sup> Subordinates will assume the leadership style to be motivated to achieve high.<sup>34</sup>

---

<sup>33</sup> Jeanne Darc N Manik, "Kekuasaan Dan Kepemimpinan Sebagai Proses Sosial Dalam Masyarakat," *Society* 1, no. 1 (30 Juni 2013): 64–74, <https://doi.org/10.33019/society.v1i1.43>.

<sup>34</sup> Debby Rosiana, "Pengaruh Persepsi Gaya Kepemimpinan Atasan Terhadap Motivasi Berprestasi Bawahan (Studi Pada Karyawan BCA Kantor Cabang Alam Sutera)," *Jurnal Psikologi Esa Unggul* 13, no. 02 (2 Desember 2015); Bonanza Parulian Sidauruk dan Aldino Ponco Gunawan, "Pengaruh Gaya Kepemimpinan Dalam Menciptakan Budaya Kerja

## **Analysis of The Leadership Style of The Regional Head .....**

This study shows that the results are not much different from previous researchers. The leadership style of a regional head, according to student perception, is entirely instrumental in supporting the social and economic situation in the region or region he leads. This perception grows because students' social and economic concept is the concept of public welfare, which indicates the community's ability to meet the needs of life or basic needs. The indicators assessed in this study for the socio-economic conditions are the success or the concept of the application of the distribution of funds BLT and the idea of the help provided by the local government in support of the impact experienced by the people with the pandemic. The concept of the distribution of humanitarian aid in general in the region of East Java is not the same in every region/area. But all-region/regions are already running the policy representing the central government's policy.

### **Conclusion**

Based on the exposure and the description of the results of the statistical test and analysis of the report, then it can be concluded as follows: Leadership Style has an influence significant and weak with social and economic, so also the Perception of the students have an impact significant and robust enough against social and economic, next to the Leadership Style on the perception of the students have the power of the substantial and powerful enough. Leadership style has an influence significant and strong enough to social and economical through the students' perception. This is caused because the character of students who are very sensitive to social media, so in giving his opinion in support enough knowledge of the leader/head of the region in East Java and patterns of policy in the continuing policy of the central government to regional policy in the pandemic.

### **References**

- Arikunto, Suharsimi. *Prosedur Penelitian Suatu Pendekatan Analisis*. 12 ed. Jakarta: Rineka Cipta, 2010.
- Al-Mubarak, Muhammad, *Nizam al-Islam, al-Hukm wa al-Dawlah*, Beirut: Dar al-Fikr, 1989.
- Astrawan, I Wayan Gede, I Made Nuridja, dan I Ketut Dunia. "Analisis Sosial - Ekonomi Penambang Galian C Di Desa Sebudi Kecamatan Selat Kabupaten Karang Asem Tahun 2013." *Jurnal Pendidikan Ekonomi UNDIKSH 1* (2014).
- Bungin, H. M. Burhan. *Metodologi penelitian kuantitatif: edisi kedua*. 2 ed. Jakarta: Kencana Prenadamedia Group, 2005.

---

Yang Berkualitas," *NUSANTARA: Jurnal Ilmu Pengetahuan Sosial* 8, no. 3 (2021): 412–20, <https://doi.org/http://dx.doi.org/10.31604/jips.v8i3.2021.412-420>.

- Didin, Hafidhuddin, dan Hendri Tanjung. *Manajemen Syariah Dalam Praktik*. 2 ed. Jakarta: Gema Insani Press, 2013.
- Furqon, Mohammad Amir, dan Moh. Amin Qudbi. "Pengaruh Leadership Style Terhadap Kinerja Masyarakat Pada BUMDES Rombasan Sumenep." *Makro: Jurnal Manajemen dan Kewirausahaan* 3, no. 1 (2018): 109–21. <https://doi.org/10.36467/makro.2018.03.01.07>.
- Gilarso, T.S.J. *Pengantar Ilmu Ekonomi Mikro (Revisi)*. Jakarta: Karnisius, 2003.
- Kawung, Stasia Hellen, Johnny Hanny Posumah, dan Joorie Marhaen Ruru. "Pengaruh Leadership Style Kepala Desa Terhadap Peningkatan Pembangunan Ekonomi Masyarakat (Studi di Desa Koreng Kecamatan Tarean Kabupaten Minahasa Selatan)." *Jurnal Administrasi Publik* 5, no. 81 (2019): 21–27.
- Koentjaraningrat. *Pengantar Ilmu Antropologi (Revisi)*. Jakarta: Rineka Cipta, 2009.
- Makhfudz, Muhammad. "Karakteristik Pemimpin dan Leadership Style untuk Meningkatkan Daya Saing." *Prosiding SNaPP: Sosial, Ekonomi, dan Humaniora* 2, no. 1. ISSN 2089-3590 (2011): 505–10.
- Manik, Jeanne Darc N. "Kekuasaan Dan Kepemimpinan Sebagai Proses Sosial Dalam Masyarakat." *Society* 1, no. 1 (30 Juni 2013): 64–74. <https://doi.org/10.33019/society.v1i1.43>.
- Najati, M. Utsman. *Psikologi dalam Al-Qur'an (Terapi Qur'ani dalam Penyembuhan Gangguan Kejiwaan)*. Diterjemahkan oleh M. Zaka Alfarisi. Bandung: Pustaka Setia, 2005.
- Nisjar, Karhi Winardi, dan J Winardi. *Manajemen Strategik*. Bandung: Mandar Maju, 1997.
- Nugroho, T. Sumarno. *Sistem Intervensi Kesejahteraan Sosial*. Jakarta: Rineka Cipta, 1982.
- Pusat Bahasa, Tim Penyusun Kamus. *Kamus Besar Bahasa Indonesia*. 4 ed. Jakarta: PT. Gramedia Pustaka, 2008.
- Pusdatin Kemenristekdikti Indonesia. *Statistik Pendidikan Tinggi Tahun 2018 - Pangkalan Data Pendidikan Tinggi*. Jakarta: Pusdatin Iptek Dikti, Setjen, Kemenristekdikti, 2018.
- Robbins, Stephen P., dan Timothy A. Judge. *Organizational Behavior*. London: Pearson Education, 2017.
- Rosiana, Debby. "Pengaruh Persepsi Leadership Style Atasan Terhadap Motivasi Berprestasi Bawahan (Studi Pada Karyawan BCA Kantor Cabang Alam Sutera)." *Jurnal Psikologi Esa Unggul* 13, no. 02 (2 Desember 2015).
- Schacter, Daniel, Daniel Gilbert, Daniel Wegner, dan Bruce M Hood. *Psychology*. London, EN: Macmillan International Higher Education, 2011.
- Setiyorini, Nuning. "Analisis Leadership Style Perspektif Ekonomi Islam Pada UMKM Pengrajin Tas UD Grafika Ponorogo." *Tesis/Disertasi*, IAIN Ponorogo, 2020.

## **Analysis of The Leadership Style of The Regional Head .....**

- Sidauruk, Bonanza Parulian, dan Aldino Ponco Gunawan. "Pengaruh Leadership Style Dalam Menciptakan Budaya Kerja Yang Berkualitas." *NUSANTARA: Jurnal Ilmu Pengetahuan Sosial* 8, no. 3 (2021): 412–20.  
<https://doi.org/http://dx.doi.org/10.31604/jips.v8i3.2021.412-420>.
- Sugiyono. *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: CV. Alfabeta, 2011.
- . *Metode Penelitian Manajemen*. Bandung: CV. Alfabeta, 2013.
- Sutikno. *Pemimpin dan Kepemimpin: Tips Praktis untuk Menjadi Pemimpin yang diidolakan*. Lombok: Holistica Lombok, 2014.
- Thoha, Miftah. *Kepemimpinan Dalam Manajemen Suatu Pendekatan Perilaku*. 1 ed. Jakarta: Raja Grafindo Persada, 2013.
- Todaro, Michael P., dan Stephen C. Smith. *Economic Development : Pembangunan Ekonomi di Dunia*. 12 ed. Jakarta: Erlangga, 2014.
- Wahjosumidjo. *Kepemimpinan dan Motivasi*. Jakarta: Ghalia Indonesia, 2003.
- Waluya, Bagja. *Sosiologi Menyelami Fenomena Sosial di Masyarakat*. Bandung: PT. Setia Purna Inves, 2007.
- Wirawan. *Kepemimpinan: Teori,Psikologi, Perilaku Organisasi,Aplikasi dan Penelitian*. 1 ed. Jakarta: Raja Grafindo Persada, 2013.
- Wirutomo, Paulus. *Sistem Sosial Indonesia*. Jakarta: UI Press, 2012.
- Yukl, Gary A, dan William L Gardner. *Leadership in Organizations*. Upper Saddle River, NJ: Prentice-Hall, 2002.
- Zainal, Veithzal Rivai. *Kepemimpinan dan Perilaku Organisasi*. 2 ed. Jakarta: Raja Grafindo Persada, 2013.
- Zainal, Veithzal Rivai, Muliaman Darmasyah Hadad, dan Muhammad Syafii Antonio. *Islamic Business Management: Praktik Manajemen Bisnis yang sesuai Syariah Islam*. Yogyakarta: Badan Penerbit Fakultas Ekonomi UGM, 2013.