

LEADERSHIP OF TANJUNG PISANG VILLAGE HEAD OF KUANTAN HILIR SEMBER SEBERANG KUANTAN SINGINGI REGENCY IN IMPLEMENTING VILLAGE DEVELOPMENT

¹Data Wardana & ²Rocky Multapea

^{1,2}Program Studi Ilmu Pemerintahan, Universitas Islam Riau, Pekanbaru, Indonesia

¹Corresponding Author: dw17@soc.uir.ac.id

ABSTRACT

Village administration has a very important role in the implementation of development. One of the functions of government is the function of development. The importance of leadership style applied to subordinates in accordance with the maturity/maturity of subordinates is an absolute requirement for leadership effectiveness in organizational success. This research is about the village head's leadership in development in Tanjung Pisang Village, Kuantan Hilir Seberang District, Kuantan Singingi Regency in implementing village development. The problem that occurs is that the implementation of development does not involve community participation. In this study using qualitative research methods in order to find solutions to all problems. The results of the study show that there is no good cooperation between the village head and the community. so that community participation does not materialize. In addition, the delegation of tasks is not accompanied by the provision of understanding to subordinates so that the work is not completed according to the allotted time.

Keywords: Leadership, Village Head, Development

INTRODUCTION

Village administration has a very important role in the implementation of development. One of the functions of government is the function of development. The implementation of this function requires the ability of a leader in government, both at the village level and at the regional level or at the national level. This capability is needed so that the implementation of development can realize people's welfare and provide the best possible service to the community.

Leadership grows naturally in someone who is gathered to achieve the same goal in a group. One of the group members will lead and some or others will follow. The leader is the head/core of an organization. This means that organizational goals will be achieved when there is a leader. A leader who leads must have expertise in leading, have expertise in influencing the views/opinions of people or groups of people without asking the reasons "*Leadership is the ability to influence a group toward the achievement of goals*" (Robbins, 2006: 314).

The importance of leadership style applied to subordinates in accordance with the maturity/maturity of subordinates is an absolute requirement for leadership effectiveness in organizational success. Human activity collectively always requires leadership. So there must be a leader for success and work efficiency. For a variety of human endeavors and human activities of which there are millions, a planned and systematic effort is needed to train and prepare new leaders. Therefore, many studies and researches are carried out by people to study leadership issues. The existence of a leader is a necessity in an organization, there are even times when the existence of a leader is as important as the existence of the organization itself because if an organization does not

have a leader then the organization will not run as it should. Leaders are counselors, instructors, and leaders who are at the forefront who break through, conquer (anticipate and provide solutions), integrate and color in an organization (Ndraha, 2003:225).

In the research that has been done it is known that the village head who is also a government administrator, community administrator and development administrator has a very important role in growing, mobilizing and increasing community participation to take an active part in village development activities. Therefore, it is necessary to have a village head who is competent, honest, wise and has knowledge and skills in administering village governance and is equipped with quality village apparatus. (Trisusanti Lamangida, 2017: 68).

Tanjung Pisang Village is a village located in the Kuantan Hilir sub-district, Kuantan Singingi Regency, which is led by a village head who leads the implementation of village governance in terms of providing services, administration and implementation of village development. leadership at the village level so that villages can carry out development, professional village head leadership is needed. A leader who is responsible for the running of the organization needs to make efforts to make his subordinates work well so that organizational goals can be achieved. The implementation of development must pay attention to the aspirations of the community so that the community can carry out these development activities.

The village government is the executor of government affairs and the interests of the local community in the system of government of the Unitary State of the Republic of Indonesia (Ministry Regulation Number 113 of 2014). The Village Government is the Village Head or what is referred to by another name assisted by Village Officials as an element of village administration. The village government is an extension of the central government which has a strategic role in regulating rural communities in order to realize government development. Based on this role, regulations or laws related to village government are issued which regulate village government, so that the wheels of government run optimally.

The village government is led by the village head who leads the administration of the village administration. The village head must have good leadership. According to Gibson in (Nawawi, 2003: 21) leadership is an effort to use various types of influence without using coercion to motivate organizational members to achieve certain goals in accordance with organizational goals. In carrying out their duties, a leader does not work alone, he is assisted by his members. A leader must create a conducive atmosphere in his environment so as to produce work efficiency in achieving goals. Leaders must be able to mingle with their members while still paying attention to their authority.

Leadership is a process of influencing others to want to participate in order to fulfill the goals that have been set together. Umar (2008: 38) defines leadership as a process of directing and influencing activities related to the tasks of group members. Meanwhile, according to Hasibuan (2003: 170) leadership is the way a leader influences the behavior of subordinates so they want to work together and work effectively and efficiently to achieve organizational goals. Veitzhal Rivai further stated that a leader in implementing his leadership must be able to maturely carry out the maturity of his agency or organization, leadership is divided into five dimensions and nine indicators, namely: a) Ability to foster cooperation and good relations Fostering cooperation and good relations with subordinates in carrying out tasks that are their respective responsibilities. The ability of a leader to motivate his subordinates; b) Effectiveness ability. Able to complete tasks beyond ability, Complete assignments on time, and Arrive on time and not late; c) Participatory leadership. Decision making by deliberation, can solve problems appropriately and be able to research problems that occur on the job; d) Ability to delegate tasks or time. Willing to bring

personal and organizational interests to broader interests, namely the interests of the organization using the remaining time for personal purposes. Able to complete tasks according to the target; e) Ability to delegate tasks or authority. The responsibility of a leader in completing which tasks must be handled alone and which must be handled as a group. Provide guidance and training in decision making.

METHODS

In this study using qualitative research methods in order to find solutions to all problems. According to Sugiyono (2018: 9) a qualitative research method is a research method based on postpositivism philosophy, is used to research on natural object conditions, data analysis is inductive/qualitative in nature, and the results of qualitative research emphasize meaning rather than generalization. The author describes this paper using an analytical descriptive approach, namely an effort to collect, compile and interpret existing data then analyze the data, examine it, describe and examine more clearly the various factors related to the conditions, situations and phenomena investigated (Moleong, 2016: 15). This approach influences informants as a whole on how to describe a symptom of a real phenomenon related to the Leadership of the Head of Tanjung Pisang Village, Kuantan Hilir Seberang District, Kuantan Singingi Regency.

Sources of data that can be used in research like this, namely: documents, archival records, interviews, direct observation, participant observation and physical evidence. Data collection methods are techniques or methods that can be used by researchers to collect data, and data collection instruments are tools that are selected and used by researchers in their activities to collect data so that these activities become systematic and easier (Ridwan, 2004: 47).

RESULT AND DISCUSSION

Ability To Foster Good Cooperation And Relationships

According to Veitzhal Rivai (2012: 53) found that a leader in implementing his leadership must be able to maturely carry out the maturity of his agency or organization such as the ability to foster cooperation and good relationships. Related to the Leadership of the Head of Tanjung Pisang Village, Kuantan Hilir Seberang District, Kuantan Singingi Regency in the Implementation of Village Development on indicators of ability to foster cooperation and good relationships Good. The head of Tanjung Pisang Village gave motivation to his village officials with the aim of always working together to carry out village development well. this is done to provide work convenience to village officials in order to provide development performance for the village.

From the results of the interview above it can be seen that the government of Tanjung Pisang Village, Kuantan Hilir Seberang District, Kuantan Singingi Regency is trying to be compact in carrying out their village government which can be seen from the existence of established communication that functions to exchange opinions with other village officials. The ability to foster cooperation can be seen in running their village government which can be seen from the existence of established communication that functions to exchange opinions with other village officials. Apart from that, there is motivation felt by the Tanjung Pisang Village officials who were inspired by the head of Tanjung Pisang Village in running the government, especially in developing a better village.

Effectiveness Ability

According to Veitzhal Rivai (2012: 53) found that a leader in implementing his leadership must be able to maturely carry out the maturity of his agency or organization such as the ability to foster cooperation and good relationships. From the results of the interview above it is known that the ability of the Tanjung Pisang village head in completing tasks beyond his capabilities can be seen from the existence of community support for the smooth completion of tasks related to good governance.

From the results of the interview above it is known that the ability of the head of Tanjung Pisang Village to complete tasks beyond his ability is considered capable of completing his work despite limitations both in terms of facilities and infrastructure. Apart from that the village head also personally or in groups, the village head takes deliberative steps to solve the problem. From the results of interviews with the people of Tanjung Pisang Village it is known that the head of Tanjung Pisang Village in completing tasks on time the village head completes tasks on time and in accordance with the procedures and rules that are implemented.

On the effectiveness indicators, it is known that the ability of the head of Tanjung Pisang Village to complete tasks is beyond his capacity, as can be seen from the existence of community support for the smooth completion of tasks related to good governance. In this case the presence of the Head of Tanjung Pisang Village on time and not late is one of the things that motivates village officials and the community, namely that they must work on time.

Participatory Leadership

According to Veitzhal Rivai (2012: 53) found that a leader in implementing his leadership must be able to maturely carry out the maturity of his agency or organization. In this case its relation to the Leadership of the Head of Tanjung Pisang Village, Kuantan Hilir Seberang District, Kuantan Singingi Regency in the Implementation of Village Development on the indicator of participatory leadership. From the results of the interview above it is known that in deliberation decision making by the head of Tanjung Pisang Village was seen from the holding of village meetings to see the aspirations of the community in the development of advancing Tanjung Pisang Village. at the Village Development Institute stated that the village head in running his government accepted suggestions or input submitted by the community relating to development that advanced Tanjung Pisang Village.

From the results of the interview above it is known that the head of Tanjung Pisang Village is capable of completing tasks according to the target because in giving directions to the community he also accepts suggestions or input from the community and the village head always thinks positively and calmly in solving problems that exist in Tanjung Pisang Village. On the participatory leadership indicator in deliberative decision-making by the head of Tanjung Pisang Village as seen from the holding of village meetings to see the aspirations of the community in the development of advancing Tanjung Pisang Village. In this case the head of Tanjung Pisang Village was able to complete the task according to the target because in giving directions to the community he also received suggestions or input from the community and the village head always thought positively and calmly in solving problems that existed in Tanjung Pisang Village.

Ability To Delegate Tasks Or Time

According to Veitzhal Rivai (2012: 53) found that a leader in implementing his leadership must be able to maturely carry out the maturity of his agency or organization. In this case its relation to the Leadership of the Head of Tanjung Pisang Village, Kuantan Hilir Seberang District, Kuantan Singingi Regency in the Implementation of Village Development on the ability indicator in delegating tasks or time. From the results of the interview above it is known that the head of Tanjung Pisang Village is willing to bring personal and organizational interests to broader interests, namely the interests of the organization using the remaining time for personal purposes in carrying out the organization the village head always sets aside free time personal interests must be completed after the organization is finished . From the results of the interview above it is known that the ability the head of Tanjung Pisang Village in examining the problems that occur at work can be seen from the village head always involving his subordinates to complete the task according to the target and the village head involving his subordinates for construction that was built to complete it according to the target. On the ability indicator in delegating tasks or time it is known that the village head of Tanjung Pisang is willing to bring personal and organizational interests to wider interests, namely the interests of the organization using the remaining time for personal needs in carrying out the organization the village head always sets aside free time personal interests must be completed after the organization is finished. In addition, the head is always loyal to work and so is the community and in completing tasks must use the rules according to the applicable statutory procedures.

Ability To Delegate Tasks Or Authority

According to Veitzhal Rivai (2012: 53) found that a leader in implementing his leadership must be able to maturely carry out the maturity of his agency or organization. The village head is always focused on his duties and makes decisions without harming the community. as well as the village head giving direction and advice to subordinates which problems can be solved and directing towards a better and wiser direction.

From the research results it is known that the responsibilities of a leader in completing which tasks must be handled alone and which must be handled in groups, in this case the village head implements village fund accountability and is directed to be handled in groups, namely carrying out work in terms of development and advancing the village. In completing tasks regarding village funds the village head completes it himself which is handled as a group the village head conducts deliberations about village development that is beneficial to the village. On the responsibilities of a leader in completing which tasks must be handled alone and which ones must be handled as a group, in this case the village head conducts deliberations, especially in village funds. Meanwhile, from the community side, it is related to the responsibilities of a leader in completing which tasks must be handled alone and which must be handled as a group.

On the ability indicator in delegating tasks or authority it is known that the head of Tanjung Pisang Village is the responsibility of a leader in completing which tasks must be handled alone and which must be handled as a group, in this case the village head carries out accountability for village funds and is directed to be handled in groups, namely carrying out work in terms of development and advancing the village. Apart from that, in completing tasks regarding village funds, the village head completes it himself which is handled as a group, the village head conducts deliberations about village development that is beneficial to the village.

CONCLUSION

Village head leadership is needed in the implementation of development. Especially in increasing community participation. Explain the tasks assigned to subordinates. Community involvement is very important to create a sense of ownership of the development carried out by the village government. This is meant that the implementation of tasks can be jammed according to the target and time of implementation.

REFERENCES

- Arikunto, S. 2006. *Metode Penelitian Kualitatif*. Jakarta: Bumi Aksara.
- Bratakusumah. 2010. *Otonomi penyelenggaraan pemerintah Daerah*. Jakarta: Gramedia Pustaka Utama.
- Dedi, Mulyana. 2006. *Metodologi Penelitian Kualitatif*. Bandung: Rosda.
- Galip Lahada. 2018. *Kepemimpinan Kepala Desa Dalam Pelaksanaan Pembangunan Dan Kemasyarakatan Di Desa Malei Lage Kecamatan Lage Kabupaten Poso*. *Jurnal Ilmiah* Volume : 11 Nomor : 1 Edisi : September 2018. Universitas Sintuwu Maroso
- Gary Yukl. 2009. *Leadership in Organization*. Jakarta: PT. Bhuana Ilmu Populer
- Hasibuan. 2003. *Manajemen sumberdaya manusia*. Jakarta: Bumi Aksara
- Istianto, Bambang. 2011. *Manajemen Pemerintahan Dalam Perspektif Pelayanan*. Publik. Jakarta: Mitra Wacana Media
- Moh. Nazir. 2005. *Metode Penelitian*. Bogor: Galia Indonesia
- Moleong, Lexy J. 2016. *Metodologi Penelitian Kualitatif*. Edisi Revisi. Bandung :PT. Remaja Rosdakarya.
- Nawawi, Hadari. 2003; *Manajemen Sumber Daya Manusia Untuk Bisnis Yang Kompetitif*, Cetakan ke-7, Gadjah Mada University Press, Yogyakarta.
- Ndraha, Taliziduhu. 2003. *Budaya Organisasi*. Jakarta; Rineka Cipta.
- Ridwan. 2004. *Belajar Mudah Penelitian untuk Guru-Karyawan dan Peneliti Pemula*. Bandung : Alfabeta.
- Robbins, Stephen P. 2006. *Perilaku Organisasi*. Jakarta: Indeks Syafiie, Inu Kencana
- Salim, Al-Djufri, Moh. 2014. *Kepemimpinan*. Surabaya: UIN Sunan Ampel Press
- Silalahi. 2006. *Metode Penelitian Sosial*. Bandung: Unpar Press
- Sugiyono. 2012. *Memahami Penelitian Kualitatif*. Bandung : Alfabeta
- Syafiie, inu kencana. 2011. *Sistem Pemerintahan Indonesia*. Bandung: CV.Mandar Maju
- Sumaryadi, I. Nyoman. 2010. *Sosiologi Pemerintahan*. Bogor: Ghalia Indonesia
- Thoha, Miftah. 2004. *Kepemimpinan Dalam Manajemen*. Jakarta: PT RajaGrafindo Persada.
- Trisusanti Lamangida. 2017. *Kepemimpinan Kepala Desa Dalam Membangun Desa Bandung Rejo Kecamatan Boliyohuto*. *Jurnal Volume 6 Nomor 1 Juni 2017*. Universitas Muhammadiyah Gorontalo.
- Umar. 2008. *Pengertian Kepemimpinan*. Fakultas Ilmu Sosial dan Ilmu Politik. Semarang
- Veitzhal Rivai. 2012. *Manajemen Sumber Daya Manusia untuk Perusahaan*. Jakarta: Rajagrafindo Persada.
- Ispik, A., Yogia, M. A., Purwati, A. A., Wedayanti, M. D., & Zainal, M. L. H. (2021). Analysis of Benefits, Discipline and Leadership Style in improving Employee Performance of the Ministry of Religion in Pekanbaru, Indonesia. In *The 1st Virtual Conference on Social Science in Law, Political Issue and Economic Development (VCOSPILED)* (p. 164).

Zainal, Z., Syaprianto, S., Yusraini, N., & Arnita, F. (2021). Dynamic Governance in Forestry Policy at Kepulauan Meranti District.

Suwaryo, H. U., & Redjo, H. S. I. (2018). Transformasi Hubungan Pemerintah Pusat Dan Pemerintah Daerah Dalam Pemberian Izin Hutan Tanaman Industri Bagi Swasta Di Provinsi Riau Tahun 2010-2015.