

# Leadership in Takalar Regency, South Sulawesi, Indonesia

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## Abstract

Leadership is a uniquely human problem. The problem is not only touching human life as individuals but also as social beings. Therefore, each leadership process, in its uniqueness, cannot escape from humane and valuable conditions. This study aims to determine the effect of leadership on development in the Rajaya Sub-District, South Polombangkeng District, Takalar Regency. This study is survey research. This research design uses a descriptive method. Thus, solving the research problem will be carried out first by describing the condition of the subject/object of this research, which is the performance of employees based on facts or data obtained as is. The sample in this study was 77 respondents. The data collection techniques used in this study was questionnaires, observation and documentation. The results showed that the head of the sub-district leadership had a positive effect on the development of the Rajaya sub-district, South Polombangkeng District, Takalar Regency.

## Keywords

Leadership, Development, Uniqueness, Behavior

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## Introduction

The community development that carried out at the regional level is the duty and responsibility of the head of the region. Therefore, the head of the area should maintain the implementation of development and government and harmonize the regional development efforts. Thus, through Law Number 32 of 2004 concerning Regional Government, a basis has been laid for implementing deconcentrating and assistance tasks that are expected to guarantee governance and development in all areas of life. On the other hand, the demands that are spreading during people's lives only boil down to the desire of all levels of society to have leaders who are free from corruption and nepotism practices and who also have excellent and balanced abilities and can interpret and implement everything society needs. However, all of this cannot be separated from the government employees' personality as individual human beings. A government official must be demanded to carry out a balanced development if only he has succeeded in developing a policy on the environment in which he works to achieve common goals by using and developing various powers and abilities to work. Agency leaders must pay attention, communicate frequently, and participate in the importance of the purpose of a job and delegation of authority so that the employees' interest arises in the implementation of work (Ansar et al., 2019; Umar, Amrin, et al., 2019; Yusriadi, Sahid, et al., 2019).

Leadership is defined as the process of persuading (inducing) others to take steps towards a common goal. Meanwhile, according to Young, who was quoted (Humola et al., 2021; Mislia et al., 2021; Misnawati, Rahman, et al., 2021; Sumarni et al., 2021; Zacharias, Yusriadi, et al., 2021), "leadership is a form of domination based on personal abilities that can encourage or invite others to do something based on acceptance by the group, and have special skills that are appropriate for special situations. Leadership can also be defined as (personality) someone who brings the desire to a group of people to exemplify or follow it or who exudes a particular influence, power or "authority" in such a way as to make a group of people want to do what they want". Leadership is the art of coordinating and motivating individuals and groups to achieve desired goals. A leader with unique abilities, with or without an official appointment, could influence the group he leads and make joint efforts towards achieving specific goals (Awaluddin A et al., 2019; Rijal et al., 2019; Sahabuddin et al., 2019; Sawitri et al., 2019; Umar, Hasbi, et al., 2019).

According to Terry: "*leadership is the activity of influencing people to strive willingly for mutual objectives*". A leader shows the path or example to his people. Furthermore, Terry emphasized that: "a leader is not a pusher; he pulls rather than pusher". Illustrates that leadership is a uniquely human problem. The problem is not only touching human life as individuals but also as social beings. Therefore, each leadership process, in its uniqueness, cannot escape from humane and valuable conditions (Gani et al., 2019; Yusriadi, Farida, et al., 2019). Leaders are human beings, and people who are led are also human. In such circumstances, when the leadership process is carried out inhumanely, various problems will occur, resulting in the process being ineffective. The leader must be able to spearhead all good deeds so that his subordinates or people follow him, not just ordering and advocating, while the leader remains behind the table. This is according to the word of Allah Subhanahuata'ala in Surah al-Ahzab (33) verse 21: *Indeed, the Prophet (himself) is an excellent example for you (which is) for those who hope (mercy) Allah and (the arrival of) the Day of Judgment. And he chants Allah a lot (al-Ahzab (33): 21).*

Argues that the leadership role has a significant effect on motivating subordinates to achieve group goals (Ahdan et al., 2019; Hasbi et al., 2019; Mustafa et al., 2020). Provide 3 (three) requirements for a leader that must occur in the interaction, which is; 1) causes something to happen, 2) the behaviour of the leader and its influence can be observed, and 3) there is a fundamental change in the behaviour of his subordinates (Tamsah et al., 2020; Usman et al., 2020; Yusriadi et al., 2020). Furthermore, argues that the leader's personality must be stronger than his subordinates to influence their behaviour (Sahid et al., 2020). The better the leadership is, the better the regional employees' performance is (Ms et al., 2021; Prakoso, Salim, et al., 2021; Prakoso, Suhirwan, et al., 2021; Sadapotto et al., 2021; Zacharias, Rahawarin, et al., 2021). Thus, it can be said that a leader must have character.

The behaviour of a successful leader can be observed through the traits approach. The trait approach refers to a leader who has traits or characters that are specific characteristics, for example, such as energy, intuition, imagination, predictive power and power to influence others and is rarely owned by others (Setiawan et al., 2021; Tamsah et al., 2021). The quality of the nature or character of a leader determines his leadership. These qualities cannot be passed on to others

because this theory states that not everyone can become a leader, except for those who have these qualities. Furthermore, this theory states that leadership cannot be obtained by just following leadership training (Ahmad et al., 2021; Arifuddin et al., 2021; Ilyas et al., 2021; Nengsih et al., 2021; Setyorini et al., 2021). However, it does not rule out that administration can be obtained through training and experience. Therefore, everyone who has a potential leader or someone prepared as a leader can be trained to become a leader. This potential will emerge when someone has received leadership training. This view is reinforced by (Yukl, 1994) who define the traits and skills found in successful leaders. The leadership of the district government is an inseparable part of government leadership in Indonesia which provides an overview of the scope of government in Indonesia and has the characteristics of the basic elaboration of Indonesia, the philosophy, and outlook of life of the Indonesian people that exudes certain values in governance in Indonesia.

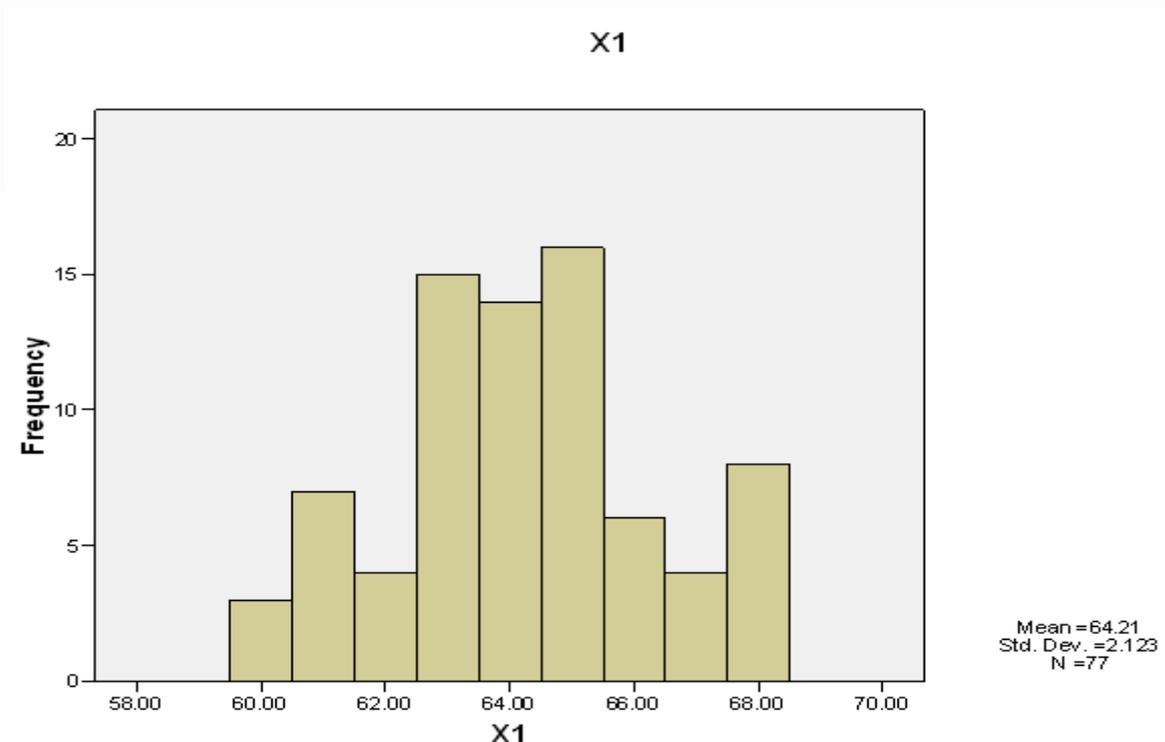
## Method

This research is survey research. The research design used descriptive method. Therefore, solving the research problem will be carried out first by describing the condition of the subject / object of this research, which is employee performance based on facts or data obtained as is. The sample in this study was 77 respondents. The data collection techniques used in this study was questionnaires, observation, and documentation. The data analysis technique used is the regression analysis at SPSS.

## Findings and Discussion

The variable of the leadership of head of Rajaya sub-district, South Polombangkeng District, Takalar Regency has an average score of 64.21 with a standard deviation of 2.12. The variance of this variable is 4.51. While the data range is 8 with the lowest score of 60 and the highest is 68. The total score is 4944. Based on the data, it can be seen that as many as 14 (18.2%) respondents are classified as having a score in the average value group and as many as 29 (37.7%) respondents have scores in the group below the average while 34 (44.2%) respondents have scores in the group values above average. Furthermore, visually, the frequency of the answer scores to the Leadership of Sub-District Head is presented in a histogram image as shown in Figure 1 below.

**Figure 1** Histogram of leadership variables



The histogram of the leadership of sub-district head variable above illustrates that respondents' answers tend to collect at a score of 60-68. Based on the figure above, it can be said that generally the leadership of the sub-district head of Rajaya, South Polombangkeng District, Takalar Regency can be classified in the quite good category. Leadership is the behavior of an individual who leads the activities of a group towards a common goal. Leadership means something that can move someone from within and direct someone to the successful achievement of the organization's mission. Leadership is also the power to influence group activities in the formulation and achievement of previously outlined goals.

Meanwhile, performance is a combination of one's own motivation and ability to carry out work. Development is a planned process of social change to develop various aspects of community life towards a better level of life. The sub-district head has a major role in the success of development. With the leadership of the sub-district head and supported by the high performance of the sub-district government employees, the success of development will be easier to achieve. Regarding to the quality of development in Rajaya sub-district, South Polombangkeng District, Takalar Regency, an improvement effort that needs to be done is to increase the Head sub-district leadership and the sub-district employees' performance. Leadership is a higher ability. It is the leader who determines the direction of the business, the direction of internal and external goals and aligns organizational assets and skills with the opportunities and risks presented by the environment. Leaders are strategists who set organizational goals; while managers focus on how the organization can achieve that goal.

The government leadership is the process of influencing people to follow the process of government activities in order to achieve predetermined goals. Influencing these people means using the arts and techniques to perform actions including giving orders, instilling a sense of discipline, giving understanding and other government management activities. Development is a planned process of social change to develop various aspects of community life towards a better level of life. With the leadership of the Sub-District head, the planned development process can be carried out without many obstacles. The success of an employee in improving performance depends on the way of the leader by providing supervision, mentoring, and good cooperative relations as well as paying attention to the quantity and quality of an employee's work (Misnawati, Sandra, et al., 2021; Nellyanti et al., 2021; Zamad et al., 2021).

By using computer processing of SPSS calculations, the  $t_{count}$  obtained is 4.276 while the  $t_{table}$  with 74 degrees of freedom at (0.025) is 4.276. Thus,  $t_{count} (4.276) > t_{table} (1.980)$ , so it is clear that  $H_0$  is rejected and  $H_1$  is accepted. This shows that the leadership of the Sub-District head can improve development in Rajaya sub-district, South Polombangkeng district, Takalar Regency. For this reason, the head of the sub-district should have a democratic and situational leadership style so that it is able to run the wheels of government properly. Embodiment of the behavior of a leader, which concerns his ability to lead, is important. The manifestation usually forms a certain pattern or form. This definition of leadership style is in accordance with the opinion expressed (Jufri et al., 2021; Sabrang et al., 2021; Triono et al., 2021). Both state that the leader's overall action pattern as perceived or referred to by these subordinates is known as leadership style. Therefore, the implementation of the sub-district head's leadership style whether it is authoritarian, democratic or liberal according to (Aci et al., 2021; Mulyana et al., 2021; Reynilda et al., 2021; Sukri et al., 2021; Zam et al., 2021) is basically a manifestation of three components, which is the leader himself, his subordinates, and the situation in which the leadership process is manifested. Starting from these thoughts, (Hersey, P., and Blanchard, 1992) put forward the proposition that leadership style (k) is a function of the leadership (p), subordinates (b) and certain situations (s), which can be denoted as:  $k = f(p, b, s)$ . According to Hersey and Blanchard, leader (p) is someone who can influence another person or group to perform the maximum performance that has been determined in accordance with organizational goals. The organization will run well if the leadership has skills in their fields, and each leader has different skills, such as technical, human, and conceptual skills. Meanwhile, a subordinate is a person or group of people who are members of an association or followers who are ready to carry out orders or tasks that have been mutually agreed upon to achieve goals.

Whereas leader (b) in an organization, subordinates have a very strategic role, because the success or failure of a leader depends on his followers. Therefore, a leader is required to choose his subordinates as carefully as possible. The situation (s) according to Hersey and Blanchard is a circumstance, where a leader tries at certain times to influence the behavior of others in order to follow his will in order to achieve common goals. To achieve the goals of leadership, it is necessary to educate a leader in making change (Fatmawati et al., 2021; Fauzi et al., 2021; Kuka et al., 2021).

In one situation, for example, the actions of the leader in the past few years are certainly not the same as those carried out today, because indeed the situation is different. Thus, the three elements that influence the leadership style, which is leadership, subordinates and the situation are elements that are interrelated with one another, and will determine the level of leadership success. By seeing this problem carefully, the leadership, in this case the head of the sub-district, needs to pay attention to various obstacles in carrying out his role as head of the sub-district, so that subordinates and the community feel motivated and motivated to carry out their duties towards what is their responsibility which in turn can have an impact on the success of development (Achmat et al., 2021; Arfan et al., 2021; Hasmiaty et al., 2021; Seppa et al., 2021; Wahida et al., 2021; Wibowo et al., 2021; Wirdawati et al., 2021).

## Conclusion

The leadership of the head of the sub-district has a positive effect on the development of Rajaya sub-district, South Polombangkeng district, Takalar Regency. Based on the data of the significance test with the t-test statistic, it can be seen that 14 (18.2%) of the respondents were classified as having a score in the average value group and 29 (37.7%) respondents had a score in the group below the average, while 34 (44.2%) of respondents had scores in the group of values above the average.

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