



# INFLUENCE OF LEADERSHIP STYLE ON DEVELOPMENT OF VILLAGE IN SERDANG BEDAGAI REGENCY

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## ABSTRACT

*This study aims to analyze the influence of leadership style on village area development in Serdang Bedagai Regency. The study was conducted in Serdang Bedagai Regency about the influence of leadership style on the development of village areas. The analytical method used in this study is multiple regression analysis with 108 respondents. The results showed that the leadership style had a positive and significant effect on village development in Serdang Bedagai Regency.*

**KEYWORDS:** *Leadership style, development of the village area*

## 1. INTRODUCTION

Government agencies require the existence of potential human resource factors, both leaders and employees in the pattern of duties and supervision which is a determinant of achieving the objectives of government agencies. Human resources are central figures in organizations and government agencies. For management activities to run well, government agencies must have knowledgeable and highly skilled employees and efforts to manage government agencies as optimally as possible so that employee performance increases.

General provisions Act (Law) No. 32 of 2004 which has become Law no. 23 of 2014 concerning regional government states that the village is a legal community unit that has territorial boundaries that are authorized to regulate and manage the interests of the local community, based on local origins and customs that are recognized and respected in the system of government of the Unitary Republic of Indonesia.

Village Law No. 6 of 2014 provides strong legitimacy for village officials in the context of administering governance in the village. Legalization of Law Number 6 of 2014 concerning Villages, villages is given a great opportunity to take care of their governance and implementation of development to improve the welfare and quality of life of rural communities.

Leadership style is the norm of behavior used by someone when the person is trying to influence the behavior of others. The style of leadership of the village head is closely related to the objectives to be achieved by a village government. Therefore, the leadership behavior of the village head is always associated with the activities of the village head in directing, motivating, moving his members to realize the objectives of village governance. The behavior of the village head as the leader who has to carry out the leadership function in the village is expected to be able to carry out his duties properly as a government leader in the village in serving the interests of the community (Fathoni, et al, 2015).



Leadership style is the nature, habits, temperament, character, and personality that distinguishes a leader in interacting with others. In other words, the leadership style of superiors can affect the performance of employees in an organization.

### Objective of the study

This study aimed to analyze the influence of leadership style on the development of rural areas in Serdang Bedagai Regency

## 2. RESEARCH METHODOLOGY

This type of research according to the level of exploration is quantitative/associative/correlational, i.e. analysis of the data using inferential statistics, to know the degree of relationship and the form of influence between the independent variable and the dependent variable. because this study aims to determine the relationship between two or more variables (Rusiadi, et al, 2014).

Site selection is done in the coastal and lowland sub-districts. Sub-districts on the coastal plain such as Bandar Khalipah sub-district, Pantai Cermin sub-district, and Teluk Mengkudu sub-district. Sub-districts in the lowlands such as Dolok Masihul sub-district, Sipispis sub-district, and Serbajadi sub-district.

The data used in this study is quantitative. Primary data obtained through a series of questions asked to respondents in the form of questionnaires and interviews. To test hypotheses using multiple regression analysis

The population in this study were all village Office employees in Serdang Bedagai Regency. The sample will be selected using the multi-stage sampling method. In the initial stage, sub-districts in the coastal plains and sub-districts in the lowlands were selected, each of which was chosen 3 (three sub-districts) using the purposive method. Subdistrict sampling criteria are sub-districts that have the largest, medium and lowest area.

No	Location	Sub-district	Village	Respondent
1	Coastal	Bandar Khalipah	Juhar,	6
			Gelam Sei. Setimah, Pekan	6
			Bandar Khalipah	6
		Pantai Cermin	Celawan	6
			Kata Pari	6
			Pematang Kasih	6
		Teluk Mengkudu	Mata Pao	6
			Pasar Baru	6
			Sialang Buah	6
2	Lowland	Dolok Masihul	Panglong	6
			Dolok Merawan	6
			Bah Damar	6
		Sipispis	Mariah Nagur	6
			Gunung Pane	6
			Nagaraja	6
		Serbajadi	Serbajadi	6
			Pulau Tagor	6
			Manggis	6
Total	6	18	108	

Source: Central Statistics Agency of Serdang Bedagai Regency, data processed, 2018

## 3. LITERATURE REVIEW

### Leadership Style

According to Gitosudarmo and Sudita in Sunyoto (2012), leadership is a process of influencing the activities of individuals or groups to achieve goals in certain situations. Hersey and Blanchart in Sunyoto (2012), leadership is an attempt by someone who tries to influence behavior or groups, efforts to influence this behavior aim to achieve individual goals, goals of friends, or together with organizational goals that may be the same or different.

According to Kartono (2011) leadership is the activity of influencing people so that they like trying to achieve group goals. Also, Thoha (2011) states that leadership is an activity to influence the behavior of others, or the art of influencing human behavior both individuals and groups.

Rivai (2014) defines leadership style as a set of characteristics used by leaders to influence subordinates so that organizational goals are achieved or it can also be said that leadership style is a pattern of behavior and strategy that is preferred and often



applied by a leader. Tjiptono (2006), argues that leadership style is a way used by leaders in interacting with their subordinates. Meanwhile, Hersey (2004) suggests that the leadership style is the pattern of behavior (words and actions) of a leader that is felt by people.

According to Hersey and Blanchard in Zainal, et al., (2014) states that the relationship between leaders and members has four stages/phases that are needed for leaders to change their leadership style, namely:

- a. The first stage, in the initial readiness of the leadership's attention to the task is very high, members are given clear instructions and familiarized with the rules, structure and work procedures.
- b. The second stage is where members can handle their duties, attention to their tasks is very important because subordinates cannot work without structure. Leadership confidence in subordinates is increasing.
- c. The third stage in which members have greater ability and motivation to excel begins to appear and they actively seek greater responsibility, the leader must still support and pay attention, but no need to give direction.
- d. The fourth stage is the stage where members begin to believe in themselves, can direct themselves and experience, the leader can reduce the amount of attention and direction.

Zainal, et al., (2014) suggested that leadership style has three basic patterns, namely:

- a. A leadership style that is patterned on the importance of carrying out the task
- b. A leadership style that is patterned on implementing cooperative relations.
- c. A leadership style that is patterned on the importance of the results achieved.

According to Setiawan and Muhith (2013), several factors have relevance or positive influence on the leadership process in organizations, namely:

- a. Personality, experience, and expectations of leaders, this includes values, backgrounds, and experiences that will influence the choice of leadership style;
- b. Expectations and behavior of superiors; The characteristics, expectations, and behavior of subordinates will influence the leadership style;
- c. The task requirements, each subordinate's task will also affect the leadership style;

- d. Climate and organizational policies influence the expectations and behavior of subordinates; and
- e. Peer expectations and behavior.

### **Regional Development**

Sirojuzilam (2005) area development means increasing the value of the benefits of the area for the people of a certain area to be able to accommodate more inhabitants, with an average level of community welfare with a lot of facilities/infrastructure, goods or services available and community business activities that are available. increased, both in terms of type, intensity, service and quality.

The gap between urban and rural areas within a region, the gap between the center of growth and the area of influence tends to increase, this means that implementation in terms of polar growth strategy is considered a failure (Adisasmita, 2010).

Regional development aims to achieve rapid per capita income growth, provide and expand employment opportunities, equalize income, reduce disparity in prosperity between regions / regions and encourage a balanced economic transformation through the utilization of available natural resources but with due regard to its sustainability aspects (sustainable) (Todaro, 2000).

Riyadi (2000) revealed several ideas that could be developed for regional development strategies in the future, namely a more balanced allocation of resources, improvement of human resources in the region, institutional development and regional apparatus, efficient community services

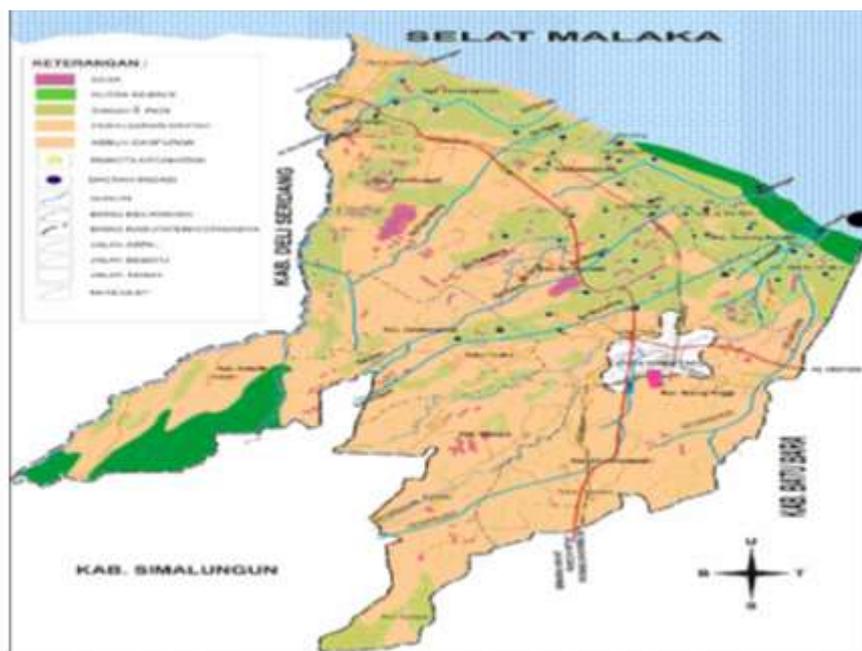
### **4. RESULT**

Serdang Bedagai Regency has a coastline of 92 km and 1 island, namely idol island as the outermost island bordering the Malacca Cellular, from 17 sub-districts in Serdang Bedagai Regency there are 5 (five) coastal districts namely Pantai Cermin District, Perbaungan District, Teluk Mengkudu District, Tanjung Beringin District and Bandar Khalifah District. In addition to marine products and other fisheries, these 5 (five) districts have tourism potential that has not been maximally developed.

The administrative area of Serdang Bedagai Regency is bordered by:

- |       |                          |
|-------|--------------------------|
| North | : Selat Malaka           |
| South | : Kabupaten Simalungun   |
| West  | : Kabupaten Deli Serdang |
| East  | : Kabupaten Batubara dan |

Kabupaten Simalungun



**Figure 1. Serdang Bedagai Regency Administration Map**

**Table 1. Determination Coefficient Test Results (R<sup>2</sup>)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.803 <sup>a</sup>	.644	.634	1.01366

a. Predictors: (Constant), Leadership style

b. Dependent Variable: Regional Development in Serdang Bedagai Regency

Source: Primary data processed, 2019

The result of calculating the value of R Square is 0.644. This result means that 64.4 percent of Village Area Development in Serdang Bedagai Regency can be explained by the Leadership Style

variable, while the remaining 35.6 percent is explained by other variables not included in this study.

**Table 2. Partial Test Results (t Test)**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.451	3.022		-1.804	.074
	Leadership style	.371	.080	.290	4.660	.000

a. Dependent Variable: Regional Development in Serdang Bedagai Regency

Source: Primary data processed, 2019

Hypothesis:

H<sub>0</sub> : Leadership Style does not significantly influence the Development of Village Areas in Serdang Bedagai Regency

H<sub>a</sub> : Leadership Style has a significant effect on the Development of Village Areas in Serdang Bedagai Regency

Criteria for making decisions on the t test, are as follows:

If probability < 0.05, H<sub>a</sub> is accepted, H<sub>0</sub> is rejected

If probability > 0.05, H<sub>a</sub> is rejected, H<sub>0</sub> is accepted

The result of calculating the value of R Square is 0.644. This result means that 64.4 percent of Village Area Development in Serdang Bedagai Regency can be explained by the Leadership Style variable, while the remaining 35.6 percent is explained by other variables not included in this study..



## DISCUSSION

### The Effect of Leadership Style on the Development of Village Areas in Serdang Bedagai Regency

The Leadership Style Variable has a significant positive effect on the Development of Village Areas in Serdang Bedagai Regency. Leadership Style Variable with a regression coefficient of 0.371 has a direct effect which means that each addition or increase in the value of one unit score of the Leadership Style variable will add value to the Development of Village Areas in Serdang Bedagai Regency by 0.371 per one score unit.

Leaders in the public bureaucracy, according to Widodo (2006), must: have a clean character and no moral defects, have a vision for the future. Furthermore according to Ulrich in Tilaar (1997), that to create a superior public leadership requires four main agendas, namely: (1) being a strategic partner, (2) becoming an expert, (3) becoming an accomplished worker and (4) become an agent of change.

The role of a leader, namely: (1) increasing employee awareness of the value and importance of tasks and work, (2) directing employees to focus on group and organizational goals, not on personal interests, and (3) developing employee potential optimally. According to Pasolong (2008), there are at least ten leadership principles in the management of government bureaucracy, namely: (1) clarity of vision, good leadership always starts with a vision that reflects a common goal, and is explained to all employees straightforwardly and simply, (2) awareness employees, always trying to improve the value and importance of tasks and work for the organization, (3) achieving the vision, oriented to achieving the vision by maintaining and maintaining commitments that have been built together, (4) pioneering change, (5) self-development, (6) employee learning, (7) employee development, (8) creativity development, (9) culture of cooperation, and (10) organizational conduciveness.

Leadership is an indicator of the competency of the village head. The success or failure of an organization is determined by many things, one of which is the leadership that runs within the organization (Fathoni et al., 2015). The better the government figures know the interests of the community and have a good cooperative relationship with the community, the better the community will be in implementing and assisting the government in managing the development program. Research by Wahyuni (2015) states that leadership style has a positive effect on employee performance. This result is in line with the research of Dewi and Gayatri (2019), which concluded that leadership has a positive and significant effect on the accountability of village fund management.

## 6. CONCLUSION

By looking at the results of the research that has been discussed, it can be concluded that the leadership style variable has a positive and significant effect on the development of the village area in Serdang Bedagai Regency.

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