

LEADERSHIP ROLE IN IMPROVING RESPONSIBILITY OF EMPLOYEE'S WORK IN SCOPE OF GENERAL BUREAU OF GOVERNMENT OF BULUKUMBA REGENCY

Akmal Umar
Hasbi
Umi Farida
Yusriadi Yusriadi

Submission date: 07-Nov-2019 08:50PM (UTC+0700)

Submission ID: 1208998223

File name: n-Scope-Of-General-Bureau-Of-Government-Of-Bulukumba-Regency.pdf (118.58K)

Word count: 2472

Character count: 14346

Leadership Role In Improving Responsibility Of Employee's Work In Scope Of General Bureau Of Government Of Bulukumba Regency

Akmal Umar, Hasbi, Umi Farida, Yusriadi Yusriadi

ABSTRACT: This study aims to determine the extent of the role of leadership in improving the work responsibilities of employees in the scope of the Government of Bulukumba Regency. This study uses a qualitative method by using speakers from the leadership elements and several employees in the Government of Bulukumba Regency following the needs after being in the field. Analysis of the data used with the method of qualitative analysis is to compare the conditions in the field with standards or related theories so that conclusions can obtain. The results of the study show that the role of leadership in enhancing employee work responsibilities in the scope of Bulukumba Regency government, in general, it has gone well, namely using one-way relationships. The part of exemplary figures, supervisory/controlling roles, receiving information (relatively low) and in decision-making, but the purpose of leadership still needs to be increased, among others, using flexible two-way relationships. Exemplary figures, making the input of information as an organizational asset, transparent supervision, and decisions by optimally utilizing existing resources, decisions that contain dampers and opportunities or challenges.

Index Terms: Leadership, Responsibility, Management, Indonesia

Introduction

Government Organizations in Indonesia are public sector organizations for administering both outward and inwardly to achieve the state's goal of maximizing welfare to the public. Therefore government organizations are one of the essential elements and have a strategic position in the administration of government. Furthermore, government organizations in Indonesia in carrying out their government are required to be proactive and rely on quality leadership to arouse the morale of their subordinates, so as to be able and participate in development and be creators, innovators and facilitators in the context of effective governance, construction and service to the community (Wibowo, 2012). Leadership in government organizations is no longer a figure who can only give orders, but they are required to appear as service providers, provide role models, become role models and give directions, become facilitators, as partners, as risk bearers who have a vision to encourage organizations and the people they lead to develop, learn, and are able to develop their full potential optimally (Rivai, 2013). Leadership in the District Government of Bulukumba has not gone well, according to the author's observation that the implementation of guidance has not run optimally as expected. The facts in the field indicate that the completion of work by staff is not timely or slow, quality of work or unsatisfactory work results because often wrong, even employees enter the office often late and so on, predicted due to the low role of leadership in the Government of Bulukumba Regency, especially the relationship between leaders and subordinates and employees, so that leadership has not been able to influence staff to work properly.

Also, the leadership elements in carrying out their leadership have supported by a reasonably clear job description. The person has occupied the work goals with achieving, and work procedures that must follow following the established standard operating procedures, the leadership element in the scope of the Government of Bulukumba Regency. Who fulfills the requirements, including having work experience, educational/undergraduate background, and class IV structural rank and above. Employee work performance in the Government of Bulukumba Regency is the result of work done. Each employee in realizing the work goals given and the process of achieving the work under the determined SOP. Such as providing maximum and useful services to the community, besides that, every employee gave written guidelines and instructions that can use in the process of completing work, including sanctions given. In fostering employees based on the work performance system and career system that focuses on the work performance system, each employee assessed for work performance. Namely, the leadership element of work performance assessment consists of aspects of work goals and work behavior — employees who are not leaders (officials) evaluated for work performance elements. The assessment of Work Achievement in the Government of Bulukumba Regency is carried out through an examination of activities that have been carried out. The analysis is carried out correctly by internal audits regularly every year. The achievements by the employees of the Government of Bulukumba Regency are the best of previous accomplishments, and it can be said to be satisfactory. The services provided both by elements of leadership and employees in the environment of the Government of West Sumatra. The results of interviewing researchers with one of the aspects of the administration as officials said that in the general Bureau of leadership processes in this Bureau were one-way leadership or instruction. But this leadership system had not provided maximum results, low leader relationships with employees/staff. Employees work if there are leaders in the room, and vice versa staff/employees have a low work desire. Also, researchers predict leadership weakness in the General Bureau of the Government of Bulukumba Regency. Which has not been able to mobilize subordinates and staff/staff to provide optimal services to the community / other stakeholders? This research conducted at the General Bureau of Regional Secretariat of the Government of Bulukumba Regency

- Akmal Umar, Sekolah Tinggi Ilmu Manajemen Indonesia Makassar.
- Hasbi, Universitas Hasanuddin, Makassar, Indonesia
- Umi Farida, Sekolah Tinggi Ilmu Ekonomi Amkop, Makassar, Indonesia
- Yusriadi Yusriadi, Sekolah Tinggi Ilmu Hukum Pengayoman, Makassar, Indonesia

as the object of research. The role of leadership in improving performance at the General Bureau of Government of Bulukumba, the research approach used in this study is qualitative based on the description and phenomena in the background above. The researcher was interested in doing scientific writing as outlined in the title: "Analysis of Leadership in Increasing Employee Work Responsibilities in the General Bureau of Government of Bulukumba Regency."

Research Method

Sample Withdrawal Method Based on this, the determination of this research sample using resource persons, the interviewing of resource persons in this study uses the consideration of researchers who are seen to be aware of the problems to observe and talk to find the information needed. The resource persons employed in this study were 8 people consisting of the Head of Administration, Head of the Household Section, Head of Finance, Head of the Protocol Section, Head of Sub-Section Shopping and Indirect Expenditures, Head of Sub-Section Household respectively 1 people, and 2 speakers from senior staff.

Result and Discussion

Understandably, the role of leadership in an organization has a significant role in improving the performance of employees in an organization. The part of leadership will realize if there is a behavior relationship or a harmonious relationship between superiors and subordinates established. The administration is also giving and receiving information from outside as an asset of the organization. Besides that, leadership must be able to make decisions by continuously assessing the situation faced by the organization. Based on these opinions and to find out the extent of the role of leadership in improving employee responsibilities in the scope of Bulukumba Regency, researchers have conducted interviews and observations with several resource persons, the results of which are as follows:

The role of leadership in relationships between superiors and subordinates

Results of the interview with the general bureau, in this case, represented the head of administration in the office said that the implementation of leadership by officials in the general bureau of Bulukumba Regency government had referred to the applicable guidelines and guidelines, namely a one-way leadership system from superiors giving direction and instructions to subordinates to complete the work carried adequately. Also, each element of the Officer / Leader provides clear job descriptions and work guidelines to be guided in completing the work charged. With the system, leadership has been able to increase the responsibility of subordinates to be able to complete their job correctly, per the objectives set. However, it recognized that the quality achieved still needs to be improved, including improving skills through training and education and supporting adequate facilities. In line with this opinion, the Head of the Household Section explained that each subordinate and staff gave a clear task load. And to them is equipped with instructions and guidelines so that they can complete the work well including awards and sanctions if they deliberately neglect their work. Besides that, in the leadership of the Bureau, there was always good communication with subordinates and employees. So leaders are still and close or amid assistants and staff both formal through meetings

and informal meetings such as communicating through existing communication tools, so that staff is sufficiently motivated to increase responsibility under the burden of tasks assigned. This information was strengthened through the explanation of the Senior Staff explaining that in completing work as staff and subordinates always got instructions and directions or orders from superiors, sometimes from direct superiors, and sometimes from the Bureau Chief. These instructions delivered in formal and informal forms. According to the researcher that the implementation of leadership between superiors and subordinates within the General Bureau of the Government of Bulukumba Regency runs one way between superiors and subordinates, Administration in this bureau has not implemented a flexible two-way leadership communication system, which is when done in one direction and when it is done in two courses so that subordinate work is not optimal.

The Role of Leadership in Exemplary

The results of interviewing researchers with the Head of the General Bureau of the District Secretariat of Maluku, said that exemplary figures in leadership for a leader are significant and decisive in increasing subordinate responsibility, given that the example will make people reluctant and motivated to work better. This exemplary figure in leadership in the General Bureau has played a decisive role in improving performance, including visionary leaders, optimistic leaders, love for discipline, and maintaining good relations. Very critical and becomes the basis for the success of leadership in this General Bureau. Because the General Bureau is central and central to the success of the realization of the vision and mission of Bulukumba Regency Government, as a result, it has increased the work productivity of employees in the General Bureau, although it is possible for weaknesses at any time. Furthermore, the Head of Administration explained that the role of exemplary figures in leadership within the General Bureau of Secretariat General of North Maluku affected employee responsibilities, such as friendly and caring nature and the muted nature of each element of the leader/official in the General Bureau. Besides that, another interesting example is having a high dedication of work, always in a state of the discipline, close to subordinates or staff, so that the exemplary figure in leadership in this Bureau has become a work culture. The results of the interview strengthened by the Head of the Protocol Section explaining that the exemplary figure in the lead in this Bureau had been able to be felt including the creation of cohesiveness in work to achieve the predetermined goal of providing excellent service. One of the other impressive exemplary figures at this time was that discipline was in the office while entering the office and going home until evening, so that employee performance improved. Likewise, the hard work of officials is to work hard to achieve the targets/conditions that have been determined, not even pay attention to overtime money, and so on. Based on the results of interviews between researchers and several speakers such as those who have disseminated it, it can be concluded that figures of leadership by officials or the head of the General Bureau of the Government of Bulukumba Regency has played a functional role and has succeeded in improving the performance of employees/staff in completing the work given. However, according to the author, the exemplary element in the leadership of the General Bureau of Government of Kabul Regency is not optimal, which is before implementing idealist ideals, which are fundamental to how a leader is called an example. There is a deviation, and the conversation is always real and following the work of a leader. Besides that, the element of measurable performance in the

aspect of exemplary in the bureau, this general is also not optimal or relatively low, meaning that excellent performance is relatively small. The role of inner leadership decision

Conclusion

Based on the results of field data analysis and after discussion in the chapter upfront, the researcher can draw some conclusions:

1. The leadership role in increasing the employment potential of employees in the General Bureau of the Bulukumba Regency government has generally gone well. Namely implementing one-way leadership through giving direction and guidance to subordinates and employees, exemplary figure leadership. Information Recipient Leadership as an Asset Organization, conducts monitoring (supervision), and decision-making leadership.
2. However, the direction of the General Bureau of the Bulukumba Regency government in improving employee work still has shortcomings and needs to be improved, among others

References

- [1] AAireWibomo, (2012), Leadership Analysis in Indonesia, Latest Edition, Publisher: Erlangga, Jakarta.
- [2] Moleong, Lexy J, (2011), Qualitative Research Methodology, Bandung: Youth Rosdakarya.
- [3] Moleong, Lexy J, (2005), Qualitative Research Methodology, Bandung: Youth Rosdakarya.
- [4] Rivai, Veithzal, DeddyMulyadi, (2013), Leadership and Organizational Behavior: PT Raja GrafindoPersada, Jakarta
- [5] Robbins, Stephen P., Coulter, Mary. 2012. Management, England: PT. Pearson Education Limited.
- [6] Robbins, Stephen. P. (2006). Organizational behavior. Indonesian edition. PT GRAMEDIA Group Index. Jakarta.
- [7] Sekaran, Uma, (2006), Research Methods For Business (Research Methodology For Business), 4th Edition, Jakarta: SalembaEmpat;
- [8] Employees of PT Anindya International Partnership in Yogyakarta, Faculty of Economics Ahmad Dahlan University, Yogyakarta.
- [9] Sutrisno, Edi, (2012), Human Resource Management, Jakarta: Kencana Prenada Media Group;
- [10] Sugiyono, (2008), Business Research Methods Publisher: Bandung, Alfabeta.
- [11] Sugiyono, (2014), Management Research Methods, Publisher: Bandung, Alfabeta.
- [12] Sondang, P, (2011), Managerial Functions, Revised Edition, Jakarta: Earth Literacy
- [13] Yusriadi. (2018a). Bureaucratic Reform Barriers: A Case Study on the One Stop-Integrated Service Office in Bone Regency. Jurnal Kebijakan Dan Administrasi Publik, 22(2), 146–154. Retrieved from <https://jurnal.ugm.ac.id/jkap/article/view/34536>
- [14] Yusriadi. (2018b). Reformasi Birokrasi Indonesia: Peluang dan Hambatan. Jurnal Administrasi Publik (Public Administration Journal), 8(2), 178–185. Retrieved from <https://ojs.uma.ac.id/index.php/adminpublik/article/view/1824>
- [15] Yusriadi. (2018c). Tantangan Reformasi Birokrasi Berbasis E-Procurement di Indonesia. Publikauma: Jurnal Administrasi Publik Universitas Medan Area, 6(2).

- Retrieved from <https://ojs.uma.ac.id/index.php/publikauma/article/view/1635>
- [16] Yusriadi, Sahid, A., Amirullah, I., Azis, A., & Rachman, A. A. (2019). Bureaucratic Reform to the Human Resources: A Case Study on the One-Stop Integrated Service. The Journal of Social Sciences Research. Retrieved from [https://arpgweb.com/pdf-files/jssr5\(1\)61-66.pdf](https://arpgweb.com/pdf-files/jssr5(1)61-66.pdf)

LEADERSHIP ROLE IN IMPROVING RESPONSIBILITY OF EMPLOYEE'S WORK IN SCOPE OF GENERAL BUREAU OF GOVERNMENT OF BULUKUMBA REGENCY

ORIGINALITY REPORT

2%

SIMILARITY INDEX

1%

INTERNET SOURCES

0%

PUBLICATIONS

2%

STUDENT PAPERS

MATCH ALL SOURCES (ONLY SELECTED SOURCE PRINTED)

3%

★ Submitted to Universitas Islam Negeri Mataram

Student Paper

Exclude quotes On

Exclude bibliography On

Exclude matches < 25 words