

Analysis of Cotraproductive Leadership Styles of Head of Ombolata Village, Lahewa District, Nias Utara District

En Duar Gres Nazara, Syah Abadi Mendrofa

¹Student of the Faculty of Economics, University of Nias, Bengaluru, Karnataka, India

²Lecturer, Nias University, Bengaluru, Karnataka, India

Abstract: *The aim of the study was to describe the leadership of the Ombolata Village apparatus in providing services and also to find out how the discipline of the Ombolata Village apparatus was and what factors influenced the counterproductive leadership style of the Head of Ombolata Village, Lahewa District. The research method uses an approach with a qualitative research type. Data was collected by interviewing predetermined informants. The results showed that the village head's lack of oversight of village apparatus led to the low quality of work of village officials. This is shown by the existence of village apparatus who are not disciplined in carrying out their duties of service to the community. Inadequate service to the village community. The approaches shown by the village head are not in accordance with the approach that should be taken by a leader.*

Keywords: leadership style and service

Preliminary

Leadership is a relationship in which a person (leader) influences other people to want to work together to carry out interrelated tasks in order to achieve the common goals desired by the leader and his subordinates. This definition emphasizes the problem of the relationship between people who influence (leaders) and people who are influenced (subordinates). From this definition, it can be interpreted that leadership in a structural context is not only bound by the field or sub - fields that are its duties and functions, but also by the formulation of objectives and achievement programs that have been set by leaders with higher positions.

The village government and its apparatus are the administrators of the main organizers of government, development and community activities as well as the builders of peace and order in their area. Their role is so important and determines the progress of a government unit. So we need village officials who are truly capable and able to work together in carrying out the tasks they are responsible for.

The phenomenon that occurred in Ombolata Village, Lahewa District, North Nias Regency actually showed a leadership style that was counterproductive to what should be the duties and responsibilities of being the main administrative apparatus in the village administration.

The phenomenon of counterproductive behavior often occurs at work. The counterproductive behavior in question includes gossip, extending rest periods, and surfing the internet to find information that has nothing to do with work.

According to KBBI, the word counterproductive means incapacitated, unprofitable (KBBI, 2019). Counter productive work behavior is a general term that refers to employee actions that are more selfish which are carried out

intentionally or consciously which cause harm to the company.

Based on this phenomenon, researchers want to explore and find out more deeply what causes this to happen and what factors support this counterproductive behavior.

Based on its type, this research is classified as qualitative research. Qualitative research can be interpreted as a series of activities or processes to capture data or information that is reasonable about a problem in terms of aspects or fields of the object.

1. Definition of Leadership

A leader is someone who is able to influence others to do or not do something they want. And leadership is a process of influencing other people to do or not do something they want.

According to Fahmi (2017: 15), "Leadership is a science that examines comprehensively how to direct, influence, and supervise other people to carry out tasks according to planned orders". explains that a leader is an individual who is able to influence the behavior of others without having to rely on violence, a leader is an individual who is accepted by others as a leader.

Leadership is an art of influencing other people or groups of individuals to work together, not bringing each other down in order to achieve organizational goals. From some of the expert opinions above, it can be concluded that leadership is an act in the form of influencing others to be willing and able to act, a communication process to influence the activities of a person or group towards achieving organizational goals in a certain art and situation, and a process to want to work to achieve the goals that have been set.

2. Counterproductive Behavior

Counterproductive work behavior is a general term that refers to the actions of workers who are more selfish which are carried out intentionally or consciously which cause harm to the company. (Budiman, 2015; Hanidah, 2018). Sackett and DeVore (2002) define counterproductive work behavior as any form of member behavior that is contrary to organizational goals and is carried out in a conscious state. Meanwhile, Gruys and Sackett (2003) argue that counterproductive work behavior is an action that is deliberately carried out by members to violate the rules, oppose interests and ignore the legitimate values of the organization. In addition, Spector, et al, (2006) view counterproductive work behavior as having a negative impact on the organization and members of the organization. Counterproductive work behavior will disrupt the organization because it has a direct impact on organizational functions and causes very high losses (Nugraheni & Wahyuni, 2016).

Satria (2017) describes that there are two indicators in counterproductive work behavior, namely, property deviation and political deviation. Among the two indicators, Satria (2017) explains that for each indicator, namely: Property Deviance, namely deliberately polluting the place where he works, taking something belonging to a co-worker. Political Deviance namely, deliberately leaving work without permission, deliberately leaving work alone and asking others to complete it.

3. Results and Discussion

A leader is someone who is able to influence others to do or not do something they want. And leadership is a process of influencing other people to do or not do something they want. A leader must be able to influence group members towards achieving group or organizational goals. A leader is required to have better knowledge than his subordinates, good dedication, and extensive experience, so that he can motivate the people he leads to carry out activities or work according to the program he has set. The village as the lowest government unit under the sub-district is in practice directly related to the community. The village head has an important role in actively fostering and placing village apparatus to increase productivity. The village head is an influential component in increasing performance productivity. As well as being responsible for the implementation of village office activities, administration, development of village apparatus and utilization and maintenance of village facilities and infrastructure. In increasing productivity, leaders must make many approaches with members or organizations to achieve predetermined programs.

Based on the results of the interview "Problems of closeness, he is still not close to us, and another village official always arrives late and does not comply with the set time. Furthermore, with other communities (Jurisman Waruwu said that:

"He is not very open with the community and does not serve the community well, for example I want his consul not to

respond very well, and also for example there are suggestions from the community like mine that are not responded to properly by him"

Then an interview with the community: (Ama Bezi Lase) "Village officials are not very good at serving the community, for example yesterday I wanted to write a letter but they did not serve it until the village officials told me to take care of typing the letter I submitted myself or gave the job to someone other

This was also obtained from interviews with the people of Ina Tian Harefa who said

"I think Ombolata village officials always ignore superiors' orders so they ignore the work they are given and are inconsistent in carrying out their work

Then interviews with the community (Yamani zebua)

"As a community, I think that the village head and all village officials do not play an active role as a leader should, for example in terms of mutual cooperation he doesn't take the opportunity to present himself, instead using the time to relax and play on the phone.

Leadership is an ability in a person to influence other people or direct certain parties to achieve goals. Leadership theory can also be defined as a person's ability to manage and direct a group effectively and efficiently in order to achieve goals.

One measure of village success lies in leadership. If the leadership style is high or increases, it is declared successful. If it is lower than the standard or decreases, it is said to be no or less successful. The importance of the work productivity of village officials can be shown as a determining factor in the success or failure of a government organization. The village government, like the central and regional governments, is required to provide maximum service to residents and be able to respond to increasingly high demands from the community, both in terms of quality and quantity. The village government consists of the village head and village officials, but this research will focus more on the leadership of the village head in increasing community motivation in carrying out governmental tasks and in service. In terms of approach, the Ombolata Village Head has not taken a good approach with the community, and even has his own nickname for communicating on a daily basis with the village head, thereby increasing the distance between the Ombolata leader and the community. This is in accordance with what was stated by Djatmiko in Komang Ardana's book regarding the types of approaches used by leaders, namely the Charismatic, Laisses Faire (Free Reign) and Democratic (Participative) types which maintain relationships with subordinates so that the implementation of tasks can be carried out properly while at the same time giving the impression that the relationship is based on rationality not power.

The village head can carry out his leadership function, the village head must not only have authority but must have the ability to use his authority over officials in order to obtain or bring about good device performance. Principles that need to

be determined in an institution is the division of tasks. The indicator that must be considered in the principle of division of tasks is the ability of the individuals assigned the task. So in an institution there needs to be effective management that is able to direct and foster the behavior of institutions and administration.

The village head's powers include:

- a) Leading the administration of Village Administration
- b) Appoint and dismiss village officials
- c) Holding the power of managing village finances and assets
- d) Establish Village Regulations
- e) Determine the Village Income and Expenditure Budget
- f) Fostering village community life
- g) Fostering peace and order in the village community
- h) Fostering and improving the village economy as well as integrating it in order to achieve a productive scale economy for the greatest prosperity of the village community
- i) Develop village income sources
- j) Proposing and accepting the delegation of some of the country's wealth to improve the welfare of rural communities
- k) Developing the socio - cultural life of the village community
- l) Utilize appropriate technology
- m) Coordinate village development in a participatory manner
- n) Representing the village inside and outside the court or appointing a legal representative to represent it in accordance with statutory provisions and,
- o) Carry out other authorities in accordance with the provisions of the legislation.

Based on the authority possessed by the village head, legally he has a big responsibility, therefore to be more effective there must be delegation of authority to his assistants or giving a mandate. However, this has not been implemented properly by the village head. The approach factor makes it difficult to do.

4. Conclusion

Based on the results of research on a number of parties related to Village Head Leadership which is counterproductive in increasing the performance productivity of village government apparatus, it is concluded that the village head's leadership style in increasing the productivity of village government apparatus has not yet implemented several approaches such as the democratic approach, nor has it implemented other leadership approaches such as Laisses faire (free reign) and charismatic leadership. By not implementing these approaches, the leadership of the Ombolata Village Head has not gone well.

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