

MANAGERIAL LEADERSHIP PLANNING BASED ON COMMITMENT AND MOTIVATION EFFECT

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Abstrak

Managerial leadership planning based on commitment and motivational influence can be pursued by directing and influencing activities in a group of members who are interconnected in their duties. In order to achieve the shared goals that have been mutually agreed upon. In this study using qualitative methods and data collected by reviewing the results of previous research techniques.

Keywords: managerial, leadership

INTRODUCTION

Leadership and management are terms that are often considered synonymous. It is important to understand that leadership is an important part of effective management. Leadership accompanied by management can set new directions and utilize resources efficiently to achieve a common goal.

Talking about leadership, we will find many definitions of leadership. This is because there have been many people who have tried to define the concept of leadership. According to Asep Solikin, et al (2017) Leadership is a formal position, which demands to get facilities and services from the constituents that should be served.

THEORETICAL BASIS

According to Bambang Wiyono (2018) leadership is one of the most decisive factors in the development and progress of an organization. With competent leadership, it will have an impact on the progress of the organization. Because leaders are needed to determine the vision and goals of the organization, allocate and motivate resources to be more competent, coordinate change, and build intense empowerment with followers to set the right direction or the best for the organization.

The Nature of Leadership

Bambang Wiyono (2018) defines leadership based on experts:

- 1) Kootz & O'donnel (1984), defines leadership as a process of influencing a group of people so that they want to work hard to achieve the group's goals.
- 2) Georger R. Terry (1960), leadership is the activity of influencing people to try to achieve common goals.
- 3) Slamet (2002), leadership is a process ability, or function, in general to influence people to do something in order to achieve certain goals.
- 4) Thoha (1983), leadership is an activity to influence the behavior of others so that they will be directed to achieve certain goals.

Asep Solikin, et al (2017) state that leadership is the ability to influence a group to achieve a set of goals. Leadership is also interpreted as a process of influencing not only from the leader to the followers or in one direction but reciprocally or in two directions.

Based on the definitions above, leadership has several implications, including:

- 1) Leadership means involving other people or parties, namely employees or subordinates (followers). Employees or subordinates must have a willingness to accept direction from the leader. However, without subordinates, leadership is useless.

2) An effective leader is someone who with his power is able to inspire his followers to achieve satisfactory performance. According to French and Raven (198), the power possessed by leaders can come from:

- Reward power, which is based on the perception of subordinates that the leader has the ability and resources to reward subordinates who follow the directions of the leader.
- Coercive power, which is based on the perception of subordinates that the leader has the ability to punish subordinates who do not follow the directions of the leader.
- Legitimate power, which is based on the perception of subordinates that the leader has the heart to use the influence of his authority.
- Referents power, which is based on subordinates' identification with the leader. Leaders can exert influence because of their personal characteristics, reputation or charisma.
- Expert power, which is based on the perception of subordinates that the leader is someone who has competence and has expertise in his field.

3) Leadership must have self-honesty, a sincere attitude of responsibility, knowledge, courage to act in accordance with beliefs, trust in oneself and others and the ability to convince others in building the organization.

Muhammad Zamroji (2021) argues that leadership cannot be separated from the social situation that is formed and is taking place within an organization. Because the situation is always evolving and can change, the leadership process cannot be carried out as a routine activity that is repeated. There is no single way of acting or acting that can be used exactly the same in dealing with two situations that look the same, let alone differ in an organization's environment by a leader.

Difference between Leader and Manager

Leadership is often equated with management. The two concepts are different. The difference between leaders and managers is clearly stated by Bennis and Nanus (1995). Leaders focus on doing the right thing while managers focus on doing things right. Leadership ensures that the ladder we climb rests against the wall properly, while management makes sure that we climb the ladder as efficiently as possible.

According to Muhammad Zamroji (2021) managers are selected through formal channels, such as being chosen by commissioners or directors. A manager only deals with objects, structures, systems and efficiency. Managers have clear goals and have quantitative targets, namely to get the results that have been outlined by their company or organization. Managers only do the tasks that have been set, then work with the provisions and procedures that have been outlined. His job is only to carry out the mandate that has been outlined by the company or organization. Meanwhile, a leader is chosen based on choices and social contracts with members or subordinates. A leader at work wants to do something beyond the set expectations, and he will look for breakthroughs to do more than expected. Leaders understand very well that the environment is constantly changing, and that change requires an adaptation to be successful. A leader will do the right thing in accordance with the demands of the changing strategic environment. "Leader must work to create a tolerant work climate".

Muhammad Zamroji (2021) argues that when it comes to people, the position of leader and manager is the same, that they are superiors and the object of their position is subordinates. However, when it comes to objects, there is a difference, that the leader always and only deals with people, while the manager does not. Managers who perform management functions do not always deal with people, but also with various other things that are not in the form of people, such as time, study, goals, and so on.

Managerial Leadership Concept

According to Muhammad Zamroji (2021) Leadership and managerialship are sentences that are very thick with the world of leadership, both in non-profit and profit organizations. Leader and

Manager are basically two different words, but the two terms are often used as if they mean the same thing. Leadership and management are often considered as practically overlapping concepts.

Muhammad Zamroji (2021) argues that management is only one of the functions performed by a leader. A leader deals with effectiveness, people, empowering and channeling the potential of others, to achieve common goals. So that the leader will prefer to improve the system in his organization that he feels is lacking or not yet perfect.

Managerial leadership is a process of directing and influencing the activities of a group of members who are interconnected in their duties. That is:

- Leadership involves other people (subordinates or followers) who receive direction from the leader and it is they who help determine the position of the leader and make the leadership process possible.
- Leadership involves an unequal distribution of power between the leader and group members: and the leader is authorized to direct group members, while the group cannot direct the leader,
- Leaders also use influence not only to command subordinates but also to determine how subordinates fulfill their duties quickly.

METHOD

The research method used in this study is a qualitative research method. The quantitative approach is a research procedure that produces descriptive data in the form of words, written or spoken based on existing research studies.

RESULTS AND DISCUSSION

Results is a section that contains the results of scientific research findings. In the discussion of this article, the focus is on efforts to discuss "managerial leadership" as follows:

Leadership can be defined as a behavior with a specific purpose to influence the activities of group members to achieve common goals designed to provide individual and organizational benefits. Leadership means involving other people or parties, namely employees or subordinates (followers). Employees or subordinates must have a willingness to accept direction from the leader. However, without subordinates, leadership is useless. An effective leader is someone who with his power is able to inspire his followers to achieve satisfactory performance.

Leadership must have self-honesty, sincere attitude of responsibility, knowledge, courage to act in accordance with beliefs, trust in oneself and others and the ability to convince others in building the organization.

Leadership involves other people (subordinates or followers) who receive direction from the leader and it is they who help determine the position of the leader and make the leadership process take place. Leadership involves an unequal distribution of power between the leader and group members: and the leader is authorized to direct group members, while the group cannot direct the leader. Leaders also use influence not only to command subordinates but also to determine how subordinates fulfill their duties quickly.

CONCLUSION

Managerial leadership is a process of directing and influencing the activities of a group of members who are interconnected in their duties. It is necessary to distinguish leadership from management which includes leadership. Leadership is an important part of management, but it is not the same as management. Leadership is a person's ability to influence other people to work towards goals and objectives. Management includes leadership, but also includes other functions such as planning, organizing, directing, and controlling. Leadership must have self-honesty, a sincere attitude of responsibility, knowledge, courage to act in accordance with beliefs, confidence in oneself and others and the ability to convince others in building the organization.

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