

CHARACTER DEVELOPMENT THROUGH A TRAIT THEORY APPROACH AND LEADERSHIP UNDERSTANDING THROUGH A BEHAVIOR THEORY APPROACH TO STUDENTS TO IMPROVE IDENTITY AND QUALITY IN HIGHER ORGANIZATIONS

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Abstract

The leader has his own unique and distinctive nature, habits, temperament, character and personality so that it is his behavior and style that distinguishes him from others. This style or style of life will definitely color the behavior and type of leadership. Leadership is an aspirational force, a creative spirit and a moral force that is able to influence members to change attitudes, so that they are in line with the wishes of the leader's aspirations. Whereas a leader should be a figure who becomes a role model for those he leads. This is not only about character, but also a dreamer's understanding of what he should lead. Some types of leadership in general are autocratic, charismatic, *laissez faire*, democratic to make quality improvements. But if every time and in every case you have to give orders or directions it will cause difficulties because every time you want to do a good job it must be with the leadership's orders and if there is no order from the leadership you don't do a good job, then continuous improvement in the quality of performance will be difficult to realize. . A leader motivates followers through a leadership style based on Indonesian local wisdom, namely a character-based leadership style.

Keywords: Leader, character, great

INTRODUCTION

The leader has his own unique and distinctive nature, habits, temperament, character and personality so that it is his behavior and style that distinguishes him from others. This style or style of life will definitely color the behavior and type of leadership.

Leadership is a creative aspirational power, spirit power, and moral force, which is able to influence members to change attitudes, so that they are in line with the wishes and aspirations of the leader. Whereas the leader should be a figure who states that every leader in the work organization environment is obliged to give serious attention to fostering, mobilizing, and directing all potential employees in order to increase job satisfaction, organizational commitment, and high performance. Research shows that the ability of leaders to implement style is a role model for those they lead. According to Santamaria in (Dahehsari and Seniati, 2002), employees not only take into account rewards in the form of money, but also expect a certain quality of treatment in the workplace. In addition to rewards, employees seek dignity, respect, perceived fairness, cooperative co-workers, and fair compensation. One of the important factors influencing this decision is employee commitment to the organization. Sukarno Marzuki (in Darwito, 2008) Transformational leadership in organizations has a significant impact on organizational commitment (Ismail et al., 2011).

According to Kartono (2010), the leader has his own unique characteristics, habits, temperament, character and personality so that his behavior and style distinguishes him from others. This style or style of life will definitely color the behavior and type of leadership. So that it can bring up several types of leadership. For example, the types of charismatic, paternalistic, militaristic,

autocratic, laissez faire, populist, administrative and democratic. According to Kuswadi in Winardi (2004) that a leadership style that is not appropriate or not suitable for leaders to carry out to their employees can reduce motivation, performance and ultimately job satisfaction. In line with that, Winardi (2004) defines a leader as someone who because of his personal skills with or without official appointments can influence the group he leads to move joint efforts towards achieving certain goals.

According to S.N. Yulindar (2017) Referring to the purpose of this research is the explanatory survey method, which is a survey used to explain the causal relationship between the variables to be studied through hypothesis testing. While the type of relationship between the variables used in this study is causality, namely the dependent variable / independent variable affects the dependent variable / dependent variable. Explanatory research refers to the hypothesis that will be tested against the phenomena that occur. This phenomenon can be seen in the object of research, namely employees in the company. According to H. Jaya (2016) Transformational leadership and organizational culture affect employee performance, and transformational leadership and organizational culture simultaneously affect employee performance. According to D.G. Verasari (2017) With increasing job satisfaction, employee performance will increase this is in accordance with that job satisfaction affects a person's performance, or by increasing transformational leadership style and organizational culture together.

METHOD

This research is a qualitative research, namely research based on the philosophy of postpositivism is used to examine the condition of a natural object where the researcher is the instrument.

This type of research is qualitative research. Bogdan and Taylor define qualitative research as research that produces descriptive data in the form of written or spoken words and observable people and behaviors.

RESULTS AND DISCUSSION

In previous studies, it can be a differentiator/comparison between research conducted by one person and another. Each research conducted by each person produces findings about different leadership assumptions, some discuss commitment and a sense of responsibility to an organization they lead, some discuss

argues that leaders must be able to foster and move an organization, there are also those who argue that significant transformational leadership abilities are needed in organizations. There are many differences of thought, of course, they are not afraid to be able to formulate the true meaning of leadership. From these differences, the results of research on leadership are obtained by uniting these differences, namely "leadership is the ability of individuals to use their power to carry out the process of influencing, motivating, and supporting businesses that enable others to contribute to the achievement of organizational goals."

Research conducted by each person can give birth to different opinions that discuss character-based leadership, some argue that leaders have their own characteristics, habits, temperament, character and personality so that their behavior and style are different from others. who argues that there are several styles of leading, one of which is an autocratic type and there is also one who defines that a leader is someone whose personal skills can influence the group being led. There are many different assumptions in formulating the true meaning of leadership. In this difference it can be said that the meaning of leadership itself is an aspirational power, a spirit power, and a creative moral force, which can be done with their respective leadership styles.

Research conducted on each person can produce different opinions about leadership, some argue that leadership has different behaviors, traits, and styles. There are also those who argue that in

leading, one must have a spirit of courage and responsibility for the problems that will be faced. There are differences in the meaning of leadership, it is said that the meaning of leadership is a process of influencing other people so that other people voluntarily want to carry out joint activities in order to achieve predetermined goals.

DISCUSSION

Research conducted by Azeem (2010) has contributed to the theory of organizational behavior. This finding is very informative in explaining aspects of organizational behavior, especially the factors that contribute to employee organizational commitment. Job satisfaction was found to be a predictor of organizational commitment. In research

It also found a positive relationship between job satisfaction and organizational commitment. This means that if job satisfaction increases/develops, organizational commitment will also increase. Other findings also refer to one approach that can be used to understand the success of leadership, namely by focusing on what the leader does. So what is meant here is the style. Leadership style is a behavioral norm used by a person to try to influence the behavior of others as he wants. Leadership style in an organization is needed to develop a conducive work environment and build a motivational climate for employees so that it is expected to produce high productivity. The relationship between transformational leadership and job satisfaction on organizational commitment can be proven. Simultaneously, it can be found that there is a significant relationship between transformational leadership and job satisfaction with organizational commitment. Therefore, it can be concluded that transformational leadership and job satisfaction are systematically related to organizational commitment and need to be developed.

Quality improvement that must be developed by a leader to motivate all members of the higher education organization so that it can produce a significant change in an organization. This can be done by relying on the leadership styles that everyone has. Leadership style (Leadership) which is one of the determining factors for the success of an organization. which is decisive. Organizational success of the leadership style means the attitude and approach of the leader in providing direction, implementing plans and strategies and motivating followers, different situations require different leadership styles. A leader motivates followers through a leadership style based on Indonesian Local Wisdom, namely a character-based leadership style.

Transformational leadership has no significant effect on employee performance. Organizational culture has no significant effect on employee performance, and job satisfaction does not significantly affect employee performance.

Leadership style is an important factor that influences work behavior such as employee performance. The leadership style directly affects job satisfaction through its meticulousness in creating an attractive job and work environment, delegation of responsibilities and good application of regulations.

CONCLUSION

Based on the results of research conducted on students at the State University of Gorontalo, it is known that there is a very significant positive relationship between transformational leadership and job satisfaction with organizational commitment, while individually there is a positive relationship between transformational leadership and organizational commitment, and there is a positive relationship between transformational leadership and organizational commitment. significant positive relationship between job satisfaction and organizational commitment.

a. Develop a transformational leadership style for leaders from the supervisory level to the division head level by providing special training for transformational leadership.

b. Make efforts to increase job satisfaction in order to increase organizational commitment in students, among others by:

- 1). Establish compensation policies, career development, and promotion of student competencies and achievements,
- 2). Provide supporting facilities for students so that they can work well,
- 3). Fostering good communication and relationships between students with one another so as to create a pleasant working condition, by frequently carrying out simulations and discussions by forming small groups to discuss the completion of work.

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