

THE SOUL OF LEADERSHIP THROUGH “THE GREATMA THEORY” IN THE TEENAGE

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Abstract

In realizing the spirit of leadership among adolescents, there are several principles to develop leadership spirit, among others, every teenager is born as a leader, has an attitude as a leader, has a role, influence and develops in the midst of others, has the ability to communicate as a leader, and so on. Young spirit is the spirit of change, active, energetic, full of spirit, creative, hardworking, and has positive values for the progress of the nation. So, it is not wrong if there is an assumption that major changes in a country or nation start from the young. The positive spirit inherent in young people in every era must be inherited by the current millennial generation. In this study using qualitative methods and data collected by reviewing the results of previous research techniques.

Keywords: Trait Leadership Theory, Youth

INTRODUCTION

The existing definitions of leadership have several elements in common. According to Sarros dan Butchatsky, “*leadership is defined as the purposeful behavior of influencing others to contribute to a commonly agreed goal for the benefit of individual as well as the organization of common good*”. According to this definition, 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. According to Anderson “*leadership means using power the influence the thoughts and actions of other in such a way that achieve high performance*”.

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

First, leadership involves other people or parties, namely employees or subordinates. Employees or subordinates must have a willingness to accept direction from the leader. However, without employees or bottom, leadership will not exist either.

Second, an effective leader is someone who with his power is able to inspire his followers to achieve satisfactory performance.

Along with the times, scientific leadership began to develop along with the growth of scientific management which is better known as the science of leading. This can be seen from the many literatures that examine leadership (leadership) with various points of view or perspectives.

A good leader must have a good leadership spirit and knowledge about leading. If the leader who will lead in an educational institution does not have these two things, it will be difficult to carry out his function and role as a leader. Every leader must always hold the trust they lead because leadership stands on the basis of trust. When trust is fragile, the leader will soon collapse. Similarly, a leadership in education that stands on the basis of trust. Therefore, the most basic and most important thing when becoming a leader is to instill a sense of trust in members or subordinates. Because in that way a leader will be respected and respected in an organization including in educational institutions and usually the sense of trust that subordinates have depends on the type of leadership of the person who leads it. To be a leader in the world of education, one must have good leadership characteristics or styles for the creation of the organization's goals.

Leadership as the focal point of group interaction and communication. According to Djaenuri, leadership is a center of activity change, and is a group process. Leadership is also seen as

the root cause of an activity, process or changes. Leadership is a group symptom or social phenomenon. Fahmi also argues that leadership is the ability of a person who can influence a group or group towards achieving goals.

Human social life also needs to be managed properly. For this reason, quality human resources are needed. Resources that have the spirit of a leader, at least to lead themselves. With the spirit of human leaders will be able to manage themselves, groups and the environment well. Especially in dealing with relatively complicated & difficult problems. This is where the wisdom of a leader is required in making decisions so that problems can be resolved properly. From the explanation that the author describes above, the authors get many problems. These problems include: what is the essence of being a leader?, theories for being a good leader?.

THEORETICAL BASIS

Leadership (leadership) is the ability or power used by leaders to move followers to achieve a vision or goal so one must state the value and potential of an encouraging person to see it in himself. Leadership is the potential and power that will be used to lead and move followers to achieve goals. The leader's task is to transform from one situation to another, leading to a better state. A leader must be competent to accommodate his followers to make and observe clearly a picture of their future that will be achieved both for themselves and for the organization. The five main actions that need to be taken are changing the picture of the future, looking at the present reality with courage in the face of brutal facts, making decisions and making desperate decisions to move towards the future, and identifying and activating various internal and external resources. , and develop the potential of all its members. Thus a leader also brings the organization's members to feel continuous growth. so that it is necessary to have a leader's competence to measure and develop resources, especially human resources is the main task for a leader.

Leadership is also interpreted as a process of influencing not only from the leader to the followers or in one direction but also reciprocally or in two directions. Good followers can also generate leadership by following the existing leadership and to some degree providing feedback to the leader. Influence is the process by which the leader communicates ideas, gains acceptance of the ideas, and motivates followers to support and implement those ideas through change. Even leadership can be interpreted as a process to influence others to be able to understand and agree what must be done as well as how to do it, including the process of facilitating individual or group efforts in meeting common goals.

The Nature of Leadership

The essence has the meaning of "true meaning" or "the most basic meaning of something", such as objects, conditions or thoughts. While Leadership in English is called Leadership and in Arabic it is called Zi'amah or Imamah.

In the terminology proposed by Marifield and Hamzah, leadership is concerned with stimulating, mobilizing, directing, coordinating the motives and loyalty of the people involved in a common effort. Leadership is part of management functions that occupy strategic positions in the system and work hierarchy and responsibilities in an organization.

The following is a definition of 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. Gibson, et al (2006) stated that leadership is an interaction between members in a group. Leaders are agents of change.
3. Stoner and Freeman (1992) state as a process where the leader is described as giving orders, directing, guiding or influencing the work of others in choosing and achieving the goals that have been set.
4. Georger R. Terry (1960), leadership is the activity of influencing people to try to achieve common goals.

5. Slamet (2002), leadership is a process ability, or function, in general to influence people to do something in order to achieve certain goals.
6. Thoha (1983), leadership is an activity to influence the behavior of others so that they will be directed to achieve certain goals.
7. Based on Davis' research (in Arifin, 1995:26), he states that leadership is an ability to invite others to achieve the goals that have been determined with enthusiasm.
8. According to Mardjin Syam (in Arifin, 1995:26), leadership is the process of providing an easy way (facilities) than the work of other people who are organized in formal organizations in order to achieve the goals that have been set.

From some of the opinions of the experts above, the author defines leadership as an effort to direct, guide and motivate and jointly overcome problems in the process of achieving the goals of an organization. Thus, the nature of leadership can be explained as the true meaning or the most basic meaning of leadership or an effort to direct, guide and motivate and jointly overcome problems in the process of achieving organizational goals.

Trait Leadership Theory

Understanding leadership theories is very meaningful to examine the extent to which leadership in an organization has been implemented effectively and supports the productivity of the organization as a whole. In this paper will be discussed about the theory and style of leadership. A leader must understand leadership theory so that later he has a reference in running an organization.

The first President of the Republic of Indonesia Dr. Ir. Soekarno in the author's view is a figure who falls into this category. This theory states that leaders are born (given) not trained, formed, prepared or honed with hard trainings. The theory of leadership traits developed and was popular for the first time in Ancient Greece and Rome which assumed that leaders were born, not created, which later became known as the theory of leadership. 'The Greatma Theory'.

Peter G. Northouse concludes that the characteristics inherent in a leader who performs leadership (according to the trait approach) are the following traits:

1. Intelligence

Leaders tend to have intelligence in terms of the ability to speak, interpret, and reason stronger than non-leaders.

2. Confidence

Self-confidence is belief in the competence and expertise possessed, and also includes self-esteem and self-confidence.

3. Determination

Determination is the desire to get work done which includes traits such as initiative, persistence, influence, and a tendency to drive.

4. Integrity

Integrity is the quality of being honest and trustworthy. Integrity makes a leader trustworthy and worthy of the trust of his followers.

5. Sociability

Sociability is a leader's tendency to forge pleasant relationships. Leaders who exhibit sociability tend to be friendly, friendly, polite, thoughtful, and diplomatic. They are sensitive to the needs of others and show concern for their lives.

The term trait leadership includes the unequal distribution of power among leaders and members. Leaders have the authority to direct members and can also exert influence, in other words leaders can not only instruct subordinates what to do, but also can influence how subordinates carry out their orders. So that there is a social relationship that interacts between leaders and subordinates, which ultimately results in a reciprocal relationship. Therefore, leaders are expected to have the ability to carry out their leadership, because if they do not have the ability to lead, then the goals to be achieved will not be able to be achieved optimally.

METHOD

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

RESULTS AND DISCUSSION

Results is a section that contains the results of scientific research findings. In the discussion of this article, it is focused on efforts to discuss the Spirit of Leadership Through "The Greatma Theory" Among Adolescents, namely as follows:

The social aspect of today's youth can be seen in their good adaptability and the ease with which they form friendships with new people. The development of various types of social media makes teenagers more active in communicating with many people, this causes them to easily form friendships and also adapt if they have to hang out with new people or places. Teenagers' intelligence also develops, they have good grasping power, wider knowledge, and high curiosity. Since childhood they have often interacted with the internet, they can quickly operate cellphones compared to other adults. In addition to strengths, there are also weaknesses in today's youth, including psychological aspects. They still tend to have unstable emotions and often even overflow, there are often fights between teenagers because things are actually not too big. They have not been able to take full responsibility for what they have done. For example, juvenile delinquency in the form of stealing, they often do not think long about what the impact will be after they steal. Teenagers are also easily influenced by friends or things that are not in accordance with the norm, even the speed of change is often less anticipated by our youth because of their understanding of technology and the tendency to go along with it.

Becoming a leader must have good ethics. Ethics is a personal value system used to decide what is right, or what is most appropriate, in a given situation; decide what is consistent with the existing value system within the organization and the individual. Ethics is behavior with normative standards in the form of moral values, norms, and good things. In ethical leadership is needed to support the sustainability of values. A leader besides having to pay attention to existing values must also comply with the ethics that apply in his environment. In every action, you must always think whether it is right or wrong to do it. Paying attention to whether his actions are in accordance with the values prevailing in society and whether the action is appropriate for a leader who is a role model for his subordinates.

The strategy for making control that is most relevant in an educational ethic is on the individual himself, namely the cultivation of a strong character in the makers of the educational ethics policy itself, then at the level of educators and then students. Whether we realize it or not, this school consisting of principals, teachers and students is a part of today and the future of a society that is on global boundaries. Through schools which are one of the great hopes in determining the future, presumably with the industrial revolution based on interconnection networking, which is fast in many ways, if it is not balanced with strong mental development, students (who are part of the global community) will experience weaknesses in undergoing as a subject of technological development.

Ethics is a personal value system that is used to decide what is right, while leadership is simply, when three or more people gather then one of them "invites" the others to do something. So it can be concluded that one person decides and invites others to do something. Therefore, the determinant is able to provide direction or role model so that his followers do not experience confusion or break up communication.

CONCLUSION

This leadership theory states that certain natural traits that a person has tend to make him a good leader. It should be underlined, having certain personal qualities does not necessarily make you a great leader. Trait theory is more on the character of leadership that can be formed. Teenagers

are future leaders, the next generation, the pride and hope of the nation, society and family. Every youth should have a calling of the soul to be prepared to answer the demands and challenges that are not light. Every teenager is born as a leader and has the attitude of a leader. If all Indonesian youth are able to understand and realize that there is a lot of potential in them, then it is not impossible that a true leader will be present and become a role model in Indonesia soon.

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