

STYLE OF LEADERSHIP MAYOR OF PALU (CASE STUDY OF MAYOR HIDAYAT PERIOD OF 2016-2021)

**Nasir Mangngasing¹,
Nasrullah²,
Filo Leonardo Tinggogoy^{3,5},
Syugiarto⁴**

¹ Tadulako University

² Tadulako University

³ College of Development Administration Palu

⁴ College of Development Administration Palu

⁵ filoleo1983@gmail.com

INTRODUCTION

Drs. Hidayat M.Si was born on January 16, 1963, which is the 5th mayor of Palu and served in 2016-2021. During his leadership period, Hidayat accompanied by Sigit Purnomo Said had many complex obstacles, one of which was the natural disaster that occurred on September 28 2018 which became the turning point for the mayor of Palu who could only lead for one term. But apart from this, the city of Palu also demonstrated several achievements when Hidayat served as mayor, for example being ranked first in the national level development award in 2019 (Hidayatullah, 2023).

With a relatively short time in leading an area and also leading many employees/members who have different thoughts, of course a leader has the leadership style they show. A person's leadership can be seen from two aspects, which can be seen as leadership on a structural basis and leadership based on consideration (Istijanto, 2006). Leadership is a way or activity of influencing people so that they can be directed to achieve organizational goals (Terry, 1972). The same explanation was also put forward by Duchon (1986), that leadership is getting results through other people (leadership end), and the ability to build a cohesive and goal-oriented team (means of leadership). Good leaders are those who build teams to get results in various situations. Another definition of leadership is explained by Huges, et al (2011), that leadership involves something that occurs as a result of the interaction between "leaders", "followers" and the "situation" in which they are. Meanwhile, according to Wahjosumidjo (1987), leadership is essentially something that is inherent in a leader in the form of certain traits such as personality, ability and capability. Leadership is also a series of leader activities that cannot be separated from the position and style or behavior of the leader himself. In its development, leadership is divided into three, namely the Style of Leadership, the Art of Leadership, and the System of Leadership.

Leadership style or Style of Leadership is a collection of characteristics used by leaders to influence subordinates so that organizational goals can be achieved, or it can also be said that leadership style is a pattern of behavior and strategies that are preferred/frequently used by a leader. So it can be concluded that leadership style is behavior and strategy, as a result of a combination of philosophy, skills, traits, attitudes, which are often applied by a leader when he tries to influence the performance of his subordinates (Zainal et al, 2014).

In the book "Leadership: Theory and Practice" written by Northouse (2016) explains that there are several styles used by leaders, namely: 1). Trait Approach; 2). Skill Approach; 3). Behavioral Approach (Behavior Approach); 4). Situational Approach; 5). Path-Goal Theory; 6). Leader-Member Exchange Theory (Leader-Member Exchange Theory); 7). Transformational Leadership (Transformational Leadership); 8). Authentic Leadership; 9). Servant Leadership; 10). Adaptive Leadership; 11). Psychodynamic Approach (Psychodynamic Approach); 12). Leadership Ethics (Leadership Ethics); 13). Leadership Team; 14). Gender and Leadership (Gender and Leadership), as well; 15). Culture and Leadership (Culture and Leadership).

METHOD

The method used in this paper is case study. Case study itself is a research method related to phenomena that occur by focusing on a person's life experience / real life context (Yin, 2003). The case study itself is a data collection method that is directed at finding data and information through documents, both written and electronic documents (Sugiyono, 2005). The information collected to support this writing is:

- 1) Books
- 2) Journal
- 3) Electronic sources
- 4) Other sources as needed to support references

DISCUSSION

Hidayat himself during his leadership as Mayor of Palu showed a transformational leadership style, which can be seen from several policies made during his leadership, including making rules regarding the use of traditional clothes for students in schools according to their ethnicity. Transformational leadership style according to Burns (1978) is the relationship between leaders and members in which leaders as people who take advantage of the motives of followers to achieve common goals better. Meanwhile, according to Northouse (2016), transformational leadership is a process in which a person engages with others and creates relationships that increase the level of motivation and morality in both leaders and followers. This type of leader pays attention to the needs and motives of followers and tries to help followers reach their full potential.

Referring to Northouse's explanation (2016), there are four factors found in the transformational leadership style :

Idealized Influence

The perceptions held by the public and employees in the city of Palu during Hidayat's leadership reaped several polemics. One of them is the Palu Nomoni Festival which was held in 2018. The Palu Nomoni Festival which was initiated by the Palu city government which aims to promote the Kaili custom (Rohman, 2018), is considered by the community as a trigger for natural disasters due to the procession of carrying out the "balia" ritual (CNN Indonesia, 2018). The aim of the Palu city government to promote the original culture of the city of Palu is opposed by the community because there is a process which incidentally is a ritual to reject reinforcements which still contains elements of polytheism.

Inspirational motivation

In this section, the motivation given by Hidayat to his subordinates when he became Mayor of Palu indirectly brought the city of Palu to be ranked first

nationally in the 2018 National Level Regional Development Award by the Ministry of National Development Planning Agency of the Republic of Indonesia (Hidayatullah, 2023).

Intellectual Stimulation

Referring to the vision of the palu city held by Hidayat when he became the mayor of palu, he developed the tourism and development sector based on the culture of palu city. In the aspect of economic development, Hidayat stated that there were 15 thematic ones built by the Palu City Government and included in the science and technology-based superior and independent innovation urban village roadmap for people's economic independence (Mercusuar, 2018)

Individualized consideration

In this section, the considerations made by Hidayat as the mayor of Palu at that time in dealing with his subordinates were always listening to the needs of the subordinates and the people of Palu city in the aspect of developing human resources. This can be seen from the high trust of the community who work as fishermen, in which they receive assistance in carrying out their activities as fishermen in the form of boats and fishing gear.

CONCLUSION

Based on what has been explained above, it can be concluded that Hidayat's leadership style when he became the mayor of Palu was a transformational leadership style. However, of the four indicators, Idealized Influence is not going well. This is caused by the implementation of "balia" which is a ritual to cure an illness that actually cannot be shown based on public belief, it becomes the people's opinion that this ritual is the cause of natural disasters (earthquake, tsunami and liquefaction) in 2018 in Palu City.

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