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## The Style Of The Regent Of Madiun In Developing The Indonesian Pesilat Village In Madiun Regency

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### KEYWORDS

Leadership,  
Leadership Style,  
Leadership Model

### ABSTRACT

Departing from the plurality of silat universities and frequent conflicts between silat universities in the Madiun area. The Regent of Madiun created a new legalized identity, namely Madiun Regency "Kampung Pesilat Indonesia". To fulfill the socio-political and economic aspects of community life, this new identity is also expected to be a unifier for Silat universities and the preservation of pencak silat culture. According to the Regent of Madiun, Kampung Pesilat Indonesia is the first step in equalizing perceptions to have one goal in the commitment to build the Madiun Regency so that elements of division or hostility can be avoided. Pencak Silat culture has become the heritage of the Indonesian nation that the world has recognized and it is appropriate to be a joint obligation in maintaining and preserving the nation's local wisdom. The Regent of Madiun is committed to equalizing the perception of Madiun as an Indonesian Pesilat Village in line with its vision and mission. This study wanted to see how the leadership style of the Regent of Madiun in developing Pesilat Village in Madiun Regency and what factors influenced his leadership. The research method used by researchers is descriptive qualitative. There are four leadership styles carried out by the Regent of Madiun in developing Kampung Pesilat Indonesia, namely Authoritarian, Participative, Delegative, and Situational. According to sources, this leadership style was carried out by the Regent in developing the martial arts village, both in planning and development.

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### INTRODUCTION

Leaders have the capacity and capability to advance an organization (Brigitta Brunner, 2017). Realizing the vision and mission of the organization requires leadership that can work together, carry out a series of work, and carry out regular management for the sustainability of the organization (Hanapiyah, Daud, & Abdullah, 2016). Cultural characteristics can be used as guidelines for leaders to make decisions so that the organization is more effective in achieving goals. The organizational culture according to (McShane & Von Glinow, 2010) has a side about human nature and human behavior that is important to be used as a guide in determining the operating style or practice of each leader.

Departing from the plurality of silat universities and also the frequent conflicts between silat universities in the Madiun area, the Regent of Madiun made a new identity that was legalized to achieve the vision and mission of the Regional Head, to fulfill the socio-political and economic aspects of community life (Agustin, Suharso, & Sukidin, 2019; Astri, 2011). With the new identity, it is also expected to be a unifier for Silat universities (Brigitta R. Brunner & Smallwood, 2019; Huang & Zhang, 2015). Recognized identity is something that

humans need to be members of a group or society. Awareness of the nature of one's characteristics, one's community, one's group, or one's own country is called Identity (Badeni, 2013) Through a new identity called "Kampung Pesilat Indonesia" there is a power of meaning in togetherness in one identity for Madiun Regency. There are 14 silat universities, making the Madiun Regency Government Leader declare Madiun Regency as a Pesilat Village to realize its vision and mission.

The Regent of Madiun has made efforts to preserve Pencak Silat culture through an identity of Madiun Kampung Pesilat Indonesia. The Kampung Pesilat Indonesia logo has been launched by the Madiun Regency Government since October 22, 2018, which is strengthened by the Madiun Regent Regulation Number 22 of 2019 concerning the Madiun Regency Logo of Kampung Pesilat Indonesia. As quoted from the official website of the Madiun Regency Government, Madiun Regent Ahmad Dawami believes "Madiun Regency will become safer with the many pencak silat universities, this is also by the main vision for the Madiun Regency Government, namely: Safe, Independent, Prosperous and Berakhlq".

Given that the goal of a leader is the same, namely the success of the vision and mission, the application of the concept has a different background. The existence of differences in potential in each region will affect where the policy concept will be built, be it differences from cultural factors, natural resources, and human resources. Therefore, leadership style is very necessary for Aforeader to achieve the success of his vision and mission.

Why is leadership style so important? Leadership will be a critical success factor in an organization. This is because leadership is the focal point of significant change in the organization, leadership becomes an impactful personality and leadership is an art in creating organizational fit and stability.

## METHOD

In this paper, the author uses a qualitative approach by utilizing open interviews to examine and understand the attitudes, views, feelings, and behaviors of individuals or groups of people (Moleong, 2000) Qualitative method is a research method used to examine the condition of natural objects (natural setting) where the key instrument lies in the researcher himself. Data collection techniques are carried out by triangulation (combined), data analysis is inductive and research results emphasize meaning rather than generalization (Sugiyono, 2010).

## RESULT AND DISCUSSION

To achieve his leadership goal in developing Pesilat Village, the Regent of Madiun poured Regional Regulation Number 1 of 2019 concerning the Regional Medium Term Development Plan (RPJMD) of Madiun Regency for 2018-2023 - for a period of 5 (five) years. According to the Regent of Madiun, Kampung Pesilat Indonesia is also in line with development programs in the 2018-2023 RPJMD of Madiun Regency where the main vision is to create Madiun Regency "Safe, Independent, Prosperous and Berakhlq". Placing a safe position is one of the priorities of the main goal as a foundation in the development process for the community. The history of conflict between fighters in the Madiun region is one of the

causes of the hampering of the development process. There are at least 3 (three) missions (out of five missions) as Government strategies in the RPJMD which are closely related to the development of Indonesian Pesilat Village, namely:

**Table 1**

Vision	The realization of Madiun Regency is safe, independent, prosperous, and moral	
MISSION 1	Creating a sense of security for the entire community and the Madiun Regency Government Apparatus	Target: Create peace and order in society
MISSION 3	Promote independent economic development based on agribusiness, agro-industry, and sustainable tourism	Target: Improving the community's economy
MISSION 5	Creating a noble moral society by improving religious life, strengthening culture, and promoting local wisdom	Target: Increased cultural preservation

To strengthen the commitment of the Regent and at the same time become a guideline for implementation by the Regional Apparatus Organization, these development programs have been determined to be a permanent legal force in the form of Regional Regulation of Madiun Regency number 1 of 2019 concerning the Regional Medium-Term Development Plan (RPJMD) of Madiun Regency for 2018-2023. The development implementation programs that have been carried out by the Regent of Madiun in building the Indonesian Pesilat Village in Madiun Regency (Hasibuan, 2009).

**Physical Aspect**

***Creation and use of the Kampung Pesilat Indonesia logo***

The logo of Kampung Pesilat Indonesia is the capital of the Regent of Madiun in disseminating to the community that Madiun Regency making the logo of Kampung Pesilat Indonesia which does not refer to any of the Pencak Silat universities and is very neutral involving the general public through open competitions. The Regent also poured Regent Regulation Number 22 of 2019 concerning the Logo of Madiun Regency Kampung Pesilat Indonesia

"With the Kampung Pesilat Logo as our first step in equalizing perceptions and initial capital for economic development". Said the Regent.



The use logo of Madiun Regency Kampung Pesilat Indonesia is used limited to Madiun Regency, which can be implied on buildings, gates, letterheads, stamps, badges, vandals,

billboards, pennants, or plaques for souvenirs, pictures, and/or clothing equipment. While the placement can be placed in regional apparatus office buildings, pencak Silat College organizational offices, organizational offices engaged in tourism, arts, and culture, and can be placed in private and/or community-owned buildings (Prayatna & Subudi, 2016; Rahayu, Musadieq, & Prasetya, 2017; Sinambela, 2013).

#### ***Construction and utilization of Padepokan building with Kampung Pesilat Indonesia***

With so many priests from each Pencak Silat college, the Regent of Madiun took the initiative to provide a common space in the building for the entire community, especially in developing Pencak Silat culture to become a center for joint training centers and in the future make economic growth for all Pencak Silat universities.

#### **Non-Physical Aspects**

##### ***Maintaining "guys get along" between Pencak Silat Colleges***

It is the action of the Regent of Madiun in maintaining conduciveness in the Madiun Regency. He also assigned the National Unity Agency for Domestic Politics (Bakesbangpoldagri) as its owner to coordinate up to the village level in maintaining a sense of security in his community (Northouse, 2013; Suranta, 2002). Conduct coaching To create a sense of security and prevent potential conflicts between martial arts universities. The Regent of Madiun also made a policy so that pesilat village activities could reach the village level, namely the fourteen Pencak Silat colleges united and formed a Pencak Silat Association called the Sentot Prawirodirjo army. In addition, restrictions on the establishment of Pencak Silat College monuments in several villages in Madiun Regency, he is more supportive if he builds monuments with silat colleges and facilitates all activities of each Pencak Silat college (Mulyadi & Rivai, 2009).

##### ***People's Economic Empowerment***

In empowering the people's economy for the development of Kampung Pesilat Indonesia, the Regent of Madiun after launching the logo, disseminated Kampung Pesilat through media such as making Batik, T-shirts, Merchandise, and so on to improve the life of the community (Johan, Hastjarjo, & Satyawan, 2020). In addition, it also involves pesilat to actively participate in cultural exhibitions and festivals as well as the establishment of the Kampung Pesilat art studio which produces demonstrations of pesilat village technique gymnastics made by fourteen silat universities and quality improvement workshops for pencak silat members in Madiun Regency.

#### **Constraints of the Regent of Madiun in the Development of Indonesian Pesilat Village**

Several obstacles were found experienced by the Regent in his leadership process in the development of Kampung Pesilat Indonesia

- a. Lack of innovation and awareness from silat universities so that there are still not many activities and also conflicts between silat universities.
- b. There is no strong legal basis related to technical guidelines in coordinating the development of Kampung Pesilat Indonesia because the regulation is still in the form of a draft that has not been ratified, which has an impact on the development of OPDs.

There is one effort to take action outside the priority program in the RPJMD but has been carried out by the Regent of Madiun, namely efforts to recruit prospective Pencak Silat athletes (Newstrom, 2007).

## CONCLUSION

The Regent of Madiun, who is a stakeholder, certainly has several types of leadership styles so that the development of this pilot village runs smoothly, effectively, and by the objectives. To show his success and achievement of goals, the Regent of Madiun showed several leadership styles in building a martial arts village.

### **There are four leadership styles applied by leaders.**

From this style, the Regent of Madiun implemented the development of the martial arts village.

a. Style Authoritarian leadership

The Regent of Madiun who is the leader of the Madiun Regency Government has the authority to legalize a regulation, namely in the RPJMD regulations and also the Perbup logo of Kampung Pesilat Indonesia. He forced the universities to equate the perception that this result village is the main goal of togetherness. As well as the use of logos on a media both print and virtual media.

b. Style Participatory Leadership

The Regent of Madiun in maintaining conduciveness in the Madiun Regency area requires the cooperation of silat college members. He prepared a joint training room, this was to foster a sense of togetherness between martial arts colleges. As well as involving silat universities in events for people's economic empowerment. In addition, he also always holds meetings with Silat colleges to strengthen friendship and togetherness between himself and the fourteen martial arts colleges.

c. Style Delegative Leadership.

The Regent of Madiun in every activity always delegates its planning to the Regional Apparatus Organization (OPD) supervisor, with the hope that the activity will be smooth and also structured. In addition to certain conditions, the Regent of Madiun also delegates activities to silat universities, such as the formation of silat college associations.

d. Style Situational Leadership

The Regent of Madiun in this leadership himself saw the condition of his members, whether the members were able or not in completing what he ordered. As he uses an authority leadership style, the regent in this case considers his subordinates no one understands what he wants, so in making decisions he does it himself. In addition, in delegative leadership, sometimes the Regent of Madiun himself does the planning because he considers the OPD supervisor unable to complete the work.

### **Factors Influencing the leadership style of the Regent of Madiun**

As we already know, leadership is the ability to convince others to work together under their leadership as a team to achieve certain goals. In the leadership of the Regent of Madiun in developing this silat college, the most difficult thing is that there are still disputes between silat universities even though he has declared Madiun Regency as an Indonesian Pesilat Village. In the development of Kampung Pesilat Indonesia, there are still conflicts between

silat universities. Maybe coordination between silat universities has not been maximized. Indeed, the occurrence of these conflicts was mostly due to disputes over the personal problems of silat college members, eventually bringing the name of silat college. The factors that influence his leadership style are as follows:

a. Expertise and Knowledge

The Regent of Madiun does not have a martial arts background, because he did not attend one of the silat colleges in Madiun Regency, so in the problem of conduciveness between universities, he was inexperienced even though he often went to the field to provide coaching and stay in touch. In addition, the Regent has no innovation in his leadership in developing Kampung Pesilat is very minimal because his background is Banser. He only relies on martial arts colleges so major events involving martial arts colleges are minimal.

b. Climate and Organizational Policy

There is no legal basis related to technical guidelines for coordinating the development of Pesilat Village so it is still in the form of a draft. So this Pesilat Village activity only refers to the RPJMD, related to OPD technical instructions that do not yet exist. The Regent of Madiun gave tasks to him only based on the main task of the OPD supervisory function, not by technical instructions related to the development of Pesilat Village. On the other hand, in the existence of the covid-19 pandemic, has caused a setback in development, because the budget that has been prepared for the construction of Pencak Silat is used for handling covid-19.

c. Characteristic Follower Personality

The Regent of Madiun has a participatory leadership style but in the field, there is still confusion, namely that OPD has not been able to innovate in developing martial arts villages. OPD is still waiting for technical instructions or Regent Regulations related to Kampung Pesilat. OPD with a bureaucratic background wants to follow the general provisions of the Government Bureaucracy. In addition, the members of silat colleges with various characteristics, this is even an obstacle to development, namely there are still brawls between silat universities whose average age is students.

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