
The Concept of Leadership in Traditional and Modern

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Keywords

Concept of Leadership;
Traditional;
Modern.

Abstract

Traditional leadership is a leadership born in the midst of a traditional society or a newly growing society. In traditional societies, the concept of leadership will emerge as an answer to the objective conditions they experience, when a problem in their life and their lives collide. This opinion is based on two theories, namely The Greatmen Theory and Trait Theory. Modern leadership is a leadership that takes place in active participation between leaders and followers. Through this participation, close relationships that influence each other are established between leaders and followers in order to achieve the desired goals together.

INTRODUCTION

Discussing leadership issues is very interesting, and can be started from any angle where it will be described. Since ancient times leadership has been a concern and interesting to talk about. Humans as social beings who cannot live alone, they always interact with others and their environment to meet their needs. In order to occur order in the relationship or interaction, this is where the importance of leadership.

Living in groups is certainly not easy to create harmonious living conditions, group members must respect and respect each other. Order and harmony in the life of community groups must always be maintained, because it is everyone's dream. Creating & maintaining a harmonious life is a leader's job. The leader is a role model that can be relied on. With the spirit of human leaders will be able to manage themselves, groups & the environment as well as possible.

In a group life, there is initially a period of growth and formation. Here a number of people gather together to form a group. Each is looking and waiting for what each person will play, and trying to see how far he can influence the group.

Leadership is needed by humans, because there are certain limitations and advantages in humans. On the one hand, humans are limited in their ability to lead, while on the other hand there are people who have strengths and abilities to lead. This is where the need for leaders and leadership arises.

METHODS

The study of this research uses a literature review where the literature is taken in accordance with the subject matter and analyzed in depth so that conclusions and findings can be drawn in the study. Literature taken from books, journal articles both nationally and internationally and other literature (Phillippi & Lauderdale, 2018; Marshall et al., 2013; Bengtsson, 2016).

RESULTS AND DISCUSSIONS

Definition of Leadership

Individuals in an organization must have goals to be achieved, its success is largely determined by a leadership. This means that leadership is a driving force of the organization in carrying out its work program. The word leader is a translation of the English word "Leader," which according to Ralph M. Stogdill quoting from the "Oxford English Dictionary (1933)," appeared around 1300. The word leader refers to the individual, the person who leads. In addition to the word leader, there is also the word leadership whose origins are from the English word Leadership which appeared around 1800 (Ambrose Wuritimur, 2006: cf., Mamat R. Irmansyah, 1986). Meanwhile, Sukmadi stated that leadership comes from the word "lead" which means to guide, guide and regulate, guide themselves and others, determine common goals and guide themselves or others to achieve these goals (Sukmadi, 2012: 91; Hifza et al., 2020a; Hutagaluh et al., 2020; Hifza et al., 2020b).

Kartini Kartono in a quote from Dadi Permadi and Daeng Arifin (2012; 42) states that a leader is a person who has special skills and advantages, so that he is able to influence other people to jointly carry out certain activities in order to achieve one or more goals.

In the Indonesian National Encyclopedia, leadership as a management function plays a very important role in the organization. There are three main factors involved in leadership: power, authority, and influence. Thus leadership can be defined as the skill of utilizing power and authority to influence others in an effort to achieve goals. Of the three factors, "influence" is the most prominent factor in leadership. A manager who holds the power or office authority to regulate his subordinates cannot be called a leader, if he does not have influence over those who are regulated (Encyclopedia of National Indonesia, 1990).

According to Robert Dubin in Miftah Thoha that leadership is often also interpreted as the exercise of authority and decision making (Miftah Thoha, 2008). Often people interpret leadership with an initiative to act that produces a consistent pattern in order to find a way to solve a problem (Miftah Thoha, 2008). According to Davis quoted by Dadi Permadi and Daeng Arifin (2012; 42) leadership is the ability to persuade or seduce others to pursue the goals that have been set passionately. It is the main element that unites the group and moves it towards goals (Dadi Permadi and Daeng Arifin, 2012). Then Dadi Permadi and Daeng Arifin expressed Nurdin's opinion that leadership is the ability and readiness possessed by a person to be able to influence, encourage, invite, guide, move and if necessary force others to accept that influence and then do something that can help achieve something, certain goals or objectives (Dadi Permadi and Daeng Arifin, 2012).

From the description above, it is stated that leadership is an ability that needs to be possessed by a leader in mobilizing all organizational resources, especially human resources to do something that is expected. This ability determines whether a leader is good or not. The more good they have in mobilizing the organization's human resources, the better their leadership will be, but on the contrary, the lower the ability to mobilize the organization's human resources, the worse their leadership abilities will be.

Leadership is not only about ability, but also in that there is an element of readiness from a person to direct others in the organization so that they want to do what they are told. This ability and readiness is actually an added value possessed by a leader in carrying out his leadership. This leadership is certainly not owned by everyone in an organization.

So leadership is the way or style of the leader of people who carry out that style. The elements of leadership are: There are people who influence (Leader), There are people who are influenced (Subordinates) and the influence is given in the form of direction to achieve certain goals.

Functions and Types of Leadership

There are several leadership functions. Effective leadership will only be realized if it is carried out according to its function. The leadership function is directly related to the social situation in the life of each group or organization, which implies that every leader is inside and not outside the situation. The leadership function is a social phenomenon, because it must be manifested in interactions between individuals in the social situation of a group or organization because the leadership function greatly influences the progress of an organization, without a clear description of the function of the leader, it is impossible for the division of labor within the organization to work properly.

Sondang P. Siagian in his book *Theory and Practice of Leadership* says some of the functions of leadership are as follows: 1) Leaders as determinants of direction in the effort to achieve goals; 2) Leaders as representatives and spokespersons of the organization in relations with parties outside the organization; 3) Leaders as effective communicators; 4)

Leaders as mediators, especially in internal relations, especially in dealing with conflict situations; 5) Leaders as integrators are effective, rational, objective and neutral (Sondang P. Siagian, 2010).

With guidance and direction, coordination and supervision, leaders try to prevent mistakes or errors from each unit or individual in carrying out their volume and workload or orders from their leaders. Control is carried out by preventing members from thinking and doing things that tend to harm the common interest (Hamdani Nawawi, 2015). In carrying out leadership functions, leadership activities will take place. If these activities are sorted, it will be seen the leadership style with their respective patterns. This leadership style is the basis for classifying leadership types. The leadership style has three basic patterns, namely: a leadership style that is patterned on the interests of carrying out tasks, a leadership style that is patterned on the implementation of cooperative relationships and a leadership style that is patterned on the interests of the results achieved.

Based on these three basic patterns, leadership behavior is formed in the leadership category which consists of three main types of leadership, namely: Authoritarian Leadership Type, Free Control Leadership Type and Democratic Leadership Type.

This type of leadership places humans as the main and most important factor in each group. The leader views and places the people he leads as subjects who have personalities with various aspects, just like himself. Willingness, will, ability, ideas, opinions, creativity, initiatives that are different and appreciated are channeled fairly. This type of leader always tries to take advantage of everyone he leads. Democratic leadership is active, dynamic and purposeful leadership. This type of leadership in making decisions attaches great importance to deliberation, which is manifested at every level and within each unit (Veithzal Rivai and Deddy Mulyadi, 2011).

The three types of leadership above in practice complement each other or support each other in various ways, which are adapted to the situation so that it will produce effective leadership.

Traditional Leadership Concept

Literally, traditional leadership can be interpreted as a leadership born in the midst of a traditional society or a newly growing society. In traditional societies, the concept of leadership will emerge as an answer to the objective conditions they experience, when a problem in their life and their lives collide. This opinion is based on two theories, namely The Greatmen Theory and Trait Theory.

According to The Greatmen Theory, a leader is born, and cannot be made. This theory is based on the belief that leaders are special people who when born have brought qualities and are destined to become leaders (Wirawan, 2013). According to this theory,

leaders are destined to become leaders, he is born with talent as a leader who has special characteristics that include: charisma, intelligence, wisdom and can use the power he has to make decisions that have a big impact on human history. . Charisma itself shows a person's personality which is characterized by personal charm, attractiveness, which is accompanied by outstanding interpersonal communication and persuasion skills. Great people have always been destined to be leaders. Prophet Musa, Prophet Isa and Prophet Muhammad SAW were indeed destined to be prophets and were not made by their people. One of the proponents of this theory is the British scientist (19th century) Thomas Carlyle, a philosopher, historian, sociologist, writer and teacher.

Meanwhile, according to Trait Theory (the theory of leader traits) which emerged in the 1930s-1940s that everyone can become a leader if they have certain qualities and skills needed to lead them. Some of these traits and skills are brought when you are born and some are acquired from the environment due to education and experience. According to this theory, these traits can be identified and people who have these characteristics can be recruited to occupy leadership positions (Wirawan, 2013).

This theory relies heavily on the opinions expressed by Thomas Carlyle who once stated that the history of the world is nothing but the life history of great people. According to him, a great leader will be born when needed so these leaders cannot be created. This leadership theory is a further development of the Great Man Theory which says that leaders are born and not made (leaders are born and not made). But in line with the behaviorist school of thought, researchers in the 1950s concluded that the characteristics of leaders are not entirely innate, but are acquired through learning and experience. They therefore conclude that effective leadership can be learned.

This theory departs from the premise that the success of a leader is determined by the traits or characteristics he has. On the basis of this thought arises the assumption that to be a successful leader is largely determined by the personal ability of the leader. Personal ability in question is the quality of a person with various traits or characteristics in him. In looking for measurable leadership traits, the researchers used two approaches: they tried to compare the traits of two people who emerged as leaders with those who didn't, and they compared the traits of effective leaders with those of leaders who didn't. effective. However, studies of these traits have failed to clearly and consistently differentiate between leaders and followers. The results of this study were stated by Cecil A. Gibb (1969) that leaders of one group were known to be somewhat taller, brighter, more open, and more confident than non-leaders. But many people have these traits and most of them never become leaders. One of the findings, people who are too intelligent compared to members in the group do not appear or do not become a leader, maybe this person is too far apart from the group. This theory assumes that humans inherit certain traits and traits that make them more suitable to carry out leadership functions. In addition, it also places a number of qualities or qualities associated with the existence of a leader that allows his work or

leadership task to be successful or effective in the eyes of others. A leader will be successful or effective if he has traits such as daring to compete, confident, willing to act as a servant of others, high loyalty, high intelligence, good interpersonal relationships, and so on. According to Judith R. Gordon states that a leader must have character, such as intellectual ability, personal maturity, education, socioeconomic status, human relations, intrinsic motivation and drive for progress (achievement drive).

Atmaja in Prijono and Yumiko (1983: 107) states that traditional systems usually contain the following elements: the existence of an animistic magical mind, the existence of strong individual bonds, the existence of various prohibitions and various obligations that bring consequences in everyday life. As stated by Miftah Toha (2001:1) that a leader, whatever his form, wherever he is, will always have the burden of being responsible for his leadership. Leaders work more than talk, give more good examples in their lives, than talk big without evidence and are more oriented to subordinates and public interest than their own interests (Miftah Toha., 2001).

Kartini Kartono (2001: 9-10) suggests that traditional can have a positive or negative effect on its social role in society. Social status is generally achieved because of heredity, wealth, level of education, life experience, charismatic, and services to society.

Traditional leaders have the characteristics of not having a formal appointment of legitimacy as a leader, the community appoints and follows them as their leaders, does not receive support from formal organizations, is not transferred or promoted or does not have a superior and if they make a mistake they cannot be punished.

The traditional type of leadership is based on established beliefs in the sanctity of existing traditions and the legitimacy of the status of authority under traditional authority. A leader gets a leadership position because of heredity or inheritance. The traditional type of leadership can be owned by a person or group.

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Rational or legal leadership is leadership that is based on the legal system prevailing in society. This legal system is understood as principles that have been recognized and adhered to by the community and have even been strengthened by the state (law) (Soerjono Soekanto, 1981).

This type of paternalistic leader is only found in traditional societies, generally in agrarian societies. One of the main characteristics of a traditional society is the high respect shown by members of the community to one's parents or elders.

Leader like this is fatherly, as a paragon or rasper for society. Usually traditional tiokoh-toko, scholars and teachers. This leader really develops an attitude of togetherness.

Modern Leadership Concept

The modern concept of leadership is an activity of people, which occurs among people, and not something that is done for people so that leadership involves followers. The leadership process also involves desire and intention, the active involvement of leaders and followers to achieve shared goals. Thus, both leaders and followers take personal responsibility to achieve these common goals (Triantoro Safaria, 2004).

Leadership is an art (art) and science (science) to influence and move other people or the people being led so that the people they lead arise a willingness, respect, obedience and trust in the leader to carry out what the leader wants, or the tasks they carry out. tasks and organizational goals effectively and efficiently. Leaders are people who carry out leadership. In carrying out leadership, a leader is more focused on realizing the ability of all members of the group/organization to achieve goals. In short, the leader focuses more attention on the goals to be achieved (Ernie Tisnawati Sule & Kurniawan Saefullah, 2005).

Leadership is also a process of mentoring and directing towards shared goals. In leadership there are three important things, namely: First, leadership is more about the driving spirit that comes from within and not merely a matter of skill. Leadership is always oriented towards change in all areas. Here a leader has the ability to read everything that is not seen by others. It is this ability that keeps him busy making change strategies. Change of course from a bad situation to a better state.

Second, leaders must recognize that: the process of personal, communal, and social transformation is mutually sustainable. Leaders' efforts to change their world and take their groups through the process of change are deeper, more ongoing, often dealing with their own history and personal transformation. For this reason, in leadership, a leader needs to pay attention and know well the habits and backgrounds of each person he leads.

Third, the journey of a person who wants to be a leader is a hard job. To be a leader is not something easy. But a person can be a leader for himself if no one is a leader (cf. Regina Bechtle, 2008). In modern leadership, there is a mentoring process to influence and move followers according to various aspects and tasks from the present state to the desired state, so that all can live in abundance (Veithzal Rivai, 2004). This means that the center of emphasis is active participation, both by leaders and followers.

The term "participation," is intended to refer to the pattern, style and performance of leadership. The process of mentoring, influencing, and mobilizing is inspired by belief and awareness of human dignity, so that everyone is a participant in building the organization. Also, leaders need to do their best to involve as many people as possible in as many leadership processes as possible, at least before making a decision (cf. Ignatius L. Madya Utama, 2005).

So, modern leadership is nothing but active participation between leader and followers. Through this participation, close relationships that influence each other are established between leaders and followers in order to achieve the desired goals together. In order to achieve all of the above, a leader must have certain abilities such as the ability to determine goals and directions/paths to be taken to achieve those goals, the ability to influence and move the group.

CONCLUSION

Traditional leadership is a leadership born in the midst of a traditional society or a newly growing society. In traditional societies, the concept of leadership will emerge as an answer to the objective conditions they experience, when a problem in their life and their lives collide. This opinion is based on two theories, namely The Greatmen Theory and Trait Theory. Modern leadership is a leadership that takes place in active participation between leaders and followers. Through this participation, close relationships that influence each other are established between leaders and followers in order to achieve the desired goals together.

The characteristics of modern leadership in addition to having the ability to determine goals and directions/paths to be taken to achieve goals are also the ability to influence and move groups

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