An Analysis Of Indonesia National Leader, Paradigm And Personality

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Abstract; This study aims to identify the personality traits of Indonesian national leaders. The stagnation of the dignity of the Indonesian people is caused, among others, by national leadership that lacks integrity, responsibility, transparency, professionalism, and discipline. The most obvious evidence of this is rampant corruption in Indonesia. In the corruption perception index, Indonesia has a score of 34 out of 100 (https://www.transparency.org/en/cpi/2022, accessed on 02-05-2023). This analysis uses qualitative approach with grounded theory method. The data is sourced from literatures and interviews with respondents including TNI experts, government officials and academics. The analysis identified several national leadership traits that must be developed, namely: self-acceptance, meaning that when one has a sense of self-worth, believes in their own abilities, and is aware and accepts the limits of their abilities; suppleness, meaning that when one is liked by others, can work with others, and capable of being a leader; work efficiency, meaning that when one is able to concentrate, work according to their abilities, and has a sense of responsibility; and free of internal conflicts, when one is realistic, mature in behaviors, and has emotional control.
Keywords: leadership, personality, nation's dignity, national

INTRODUCTION

The challenge of the striving of the Indonesian people in the era of globalization is marked by increased competition between nations. Therefore, qualified leaders as the core driver of the nation's development power are needed. Indonesia, as a populous and diverse nation, lately sees a decrease in the dignity and reputation of the nation as a result of various degradations in many complex aspects of life.

Among those complexities, the most influential ones are the inability to combat corruption and decline in nation's discipline as a whole. Even though it is regulated in the law (The Law of RI, No. 28 of 1999) that all state administrators are obliged not to commit acts of corruption, collusion, and nepotism, corruption, in particular has not yet been completely

eradicated. Thus, Indonesia, as a sovereign country, has not been able to fully increase its awareness of the safety and integrity of the nation and state. The concept of awareness is part of patriotism in anticipating every threat to the nation and state. National awareness is the manifestation of the sense of awareness and responsibility of the Indonesian people toward the safety and integrity of State (NKRI), derived from strong ideological beliefs and nationalism, supported by consistent readiness and alertness (Lemhannas RI). Stunted patriotism is caused, among others, by national leaders that lack integrity, responsibility, professionalism, and discipline, reflected by the act of corruption.

National leaders must be able to foster patriotic spirit, strengthen the love of the motherland, increase the spirit of the nation, social solidarity, and future-oriented. To answer the challenge and carry out the nation development agenda, superior leaders that can compete nationally and internationally are needed. This is in line with the increasingly complex problems in many areas of life, which are a call for creative, smart, skilled, disciplined, industrious, professional, responsible leaders, a picture of human being Indonesian people aspired to be. These expectations can be reflected in the personality of a national leader. A personality with organizational and integrative approach emphasizes that personality is something that gives order and harmony to all kind of behaviors displayed by individuals (Hall and Linzey, 2015).

In its efforts to catch up, Indonesia still has to deal with national leadership practice that is not based on characteristics of Pancasila values. In other words, it is far from good behavior and good governance. Clean government is shaped by honest leaders and state officials. Clean officials are those who adhere to general principles of state administration and are free from corruption, collusion and nepotism practices and other despicable acts (UU RI No. 28 of 1999:2). Clean leaders radiate authority, are respected and supported by people, resulting in the success of government program and increased patriotism.

Therefore, for the realization of a clean and authoritative government, national leaders with strong personal integrity are needed. This brief analysis aims to analyze the proper personality of a national leader in an effort to realize a clean and authoritative government, as well as patriotism. The analysis uses qualitative approach with grounded theory method. The data is obtained from literatures and interviews with respondents such as TNI experts, government officials and academics.

The Nature of Leadership

Some literatures on the theory of leadership state that leaders are born, not made. There are also those who say that leaders occur because of groups of people interacting with those led. Other theories say that leaders happen from the situation that enables them to be a leader. The most recent theory looks at leadership through organizational behavior. This behavior orientation tries to set forth a 'social learning' approach to leadership. Stogdill, cited by Stoner (2021), in his survey on leadership theories and research shows that there are as many different definitions about leadership as the people who tried to define the concept. Yukl (2013) has tried to compile some expert opinions on the definition of leadership:

Leadership is "the behavior of an individual when he is directing the activities of a group toward shared goal" (Hemphill & Coons, 1975, p. 7)

Leadership is "interpersonal influence, exercised in a situation, and directed, through the communication process, toward the attainment of a specified goal or goals". (Tannenbaum, Weschler, & Massarik, 1961, p. 24)

Leadership is "the initiation and maintenance of structure in expectation and interaction". (Stogdill, 1974, p. 411)

Leadership is "the influential increment over and above mechanical compliance with the routine directives of the organization". (Katz & Kahn, 1978, p. 528)

Leadership is "the process of influencing the activities of an organized group toward goal achievement". (Rauch & Behling, 1984, p. 46)

Leadership is a process of giving purpose (meaningful direction) to collective effort, and causing willing efford to be expended to achieve purpose. (Jacobs & Jaques, 1990, p. 281)

Leader are those who consistently make effective contributions to social order, and who are expected and perceived to do so. (Hosking, 1988, p. 153)

Like management, leadership has also been defined in so many different ways by so many different people. According to Stoner (2021), managerial leadership can be defined as an orientation and influencing process for activities of a group of members who are interconnected in their duties. There are three important implications from the definition. First, leadership concerns

other people (subordinates or followers). Their willingness to receive instructions from leaders will help determine the status/position of a leader and make leadership process goes smoothly. Without subordinates, all leadership qualities of a leader will be irrelevant. Second, leadership involves inequal power distribution between the leader and the members. Leaders have the authority to direct various activities of group members, but group members cannot dictate the activities of the leader directly, though they can through some indirect ways. Third, in addition to giving directions to subordinates and followers, a leader can also use their power. In other words, leaders can not only instruct subordinates what to do but can also dictate how to execute an order.

The expected national leadership is one with good personality. Personality issues are a complex issue. Experts have tried to define the important dimension of personality in psychiatric structure and dynamics, or its manifestations in human and social behaviors. Personality theories are a science that deals systematically about humans as individuals. This science recognizes individuals in relation to situations, the environment and everyday experiences. This is why personality theory focuses on the individual properties of humans and is connected in concrete situations. In other words, personality is significant habitual characteristic of individuals in their behavior with respect to others (Lanyon and Goodstein, 2014).

Generally, psychologists have no consensus when it comes to the exact definition of personality. However, it can be defined as distinct behavior pattern and way of thinking that define one's adaptation to the environment (Atkinson and Hilgard, 2014). Typical terms in the above definition imply the existence of consistency of behavior, that people tend to act or think in certain ways in various situations. Behavior is the result of interaction between personality characteristics and social and physical conditions of the environment.

Personality is an outward expression of knowledge and feelings experienced subjectively by a person. This can be seen a person's distinct behaviors, by which, they are recognizable. Personality refers to the overall pattern of thoughts, feelings, and behaviors that are often exhibited by a person in an ongoing adaptation effort in his life. Thus, personality refers to the characteristics of relative habits that distinguish one person from others, directed to activities that are consistent and predictable (Feldman, 2007). In other words, personality includes all patterns of human behaviors accumulated in themselves and is used to react and adapt to all kinds of stimuli, both

from their environment (external sphere) or own selves (internal sphere), meaning that their behavior patterns are a distinct functional unity of the person.

Many experts argue that one of distinctive characteristics of the personality theory is its function as an integrative theory (Hall and Lindzey, 2015). Integration involves issues such as personality harmony and congeniality between the driving forces and conscious awareness and behavior as a process or situation. Different functions arising from differentiation should be coordinated and aimed at overall goals. Integrative or personality function represents a pattern given as individual response or active strength in the individual.

Humans try to solve problems with the power of the mind and want to get a clear picture of the situation at hand and the factors at play. Humans will always try to make logical, rational, and carefully calculated considerations and plans. However, there is no single criterion that can be used as a guideline for establishing perfect personality conclusions. Instead, we can use a certain multidimensional behavior pattern to determine what perfect mentality means. A person who has to endure the disappointment and pain of life during their development does not always develop poor mental health. On the contrary, a person who goes through life with minimal hardship does not always have the

healthiest mental health. To date, it is known that innate nature and education or upbringing or both play an equal role. Psychiatrists consider each human as a cultural biopsychosocial phenomenon where biological, psychological, social and cultural factors are closely tied to each other and each of them play a certain role in shaping human mental health. Generally, for a leader, there are some traits that may be indicative of good mental health (Atkinson and Hilgard, 2014):

Efficiency Perceptions about Reality. Normal people are quite realistic in judging their reactions and abilities and in interpreting what happens around them. They do not complicate their understanding of what people say and do; they do not stress themselves by overestimating their limit and doing more than can handle; or they do not underestimate their capabilities and avoid difficult tasks.

Self-consciousness. People who can adjust themselves well have an awareness of their own motives and feelings. Although no one fully understands the feelings or behavior of others, normal people will not hide their feelings and motives. They have more self- awareness than individuals who are diagnosed as mentally ill.

Ability to Control Behavior. Normal individuals feel quite confident in their abilities. Sometimes they act impulsively, but they are able to resist the urges of will and aggression when necessary. They may not adjust to social norms, but their decisions are not the product of uncontrolled impulses.

Self-regard and Reception. People that are able to adapt well will uphold their esteem and feel accepted among people around them. This kind of people do not feel awkward being around others and can react spontaneously in social situations. In those situations, they do not feel obliged to be in the same boat with a particular group. Feelings of self- worthlessness, isolation and not being accepted by other individuals are diagnosed as abnormal.

Ability to Establish Loving Relationships. Normal individuals can form a close relationship by pleasing others. They are sensitive to others' feelings and do not overly demand from others for their satisfaction. People who are mentally poor are often so busy with defending and protecting themselves, that they become people who think only of themselves, are controlled by their own feelings and efforts, and they seek love, but are unable to reciprocate. Sometimes they are afraid of being intimate with others because of past disappointing experiences.

Productivity. People who can adapt well are able to connect their abilities with productivity activities, face life with enthusiasm and not force themselves to understand all the demands of life. Chronic lack of energy and being very easily discouraged are often symptoms of psychological tension caused by an unsolved problem.

Methodology

The analysis used in this research through qualitative approach with grounded theory method. Qualitative methodology as a research procedure produced descriptive data in the form of written or oral words of people and behaviors observed (Bogdan and Taylor, 2007). The qualitative approach emphasized the essence of a social reality built on the actual circumstances. In Qualitative

research, researchers and objects studied have a very close relationship (Denzin and Lincoln, 2005). This method presents directly the nature of the relationship between researchers and respondents. Qualitative research is often also referred to as naturalistic research, because the field situation of the study is natural, as existence without being manipulated or regulated by

experiment or test. Therefore, the information obtained is an event of a natural situation of values a foundation that needs to be developed in national paradigm to build a sense of National Leaders Personality. The use of grounded theory method in the research is because the data is descriptive, with the aim to describe reality the object of research, and attempt to find the theory built from the data. A research using this method, is expected to find a theory that will have a connection with other theories in the same field cumulatively, so the implications of the theory will bring benefits (Strauss and Corbin, 2009).

Sources of data were obtained from: first, the source of printed material (literature), including text books, journals, papers, and newspapers. Second, the source of respondents (human resources), selected using purposive sampling method, which consists of experts politics, TNI experts, and historians. Data collection techniques used in this study includes: documentary studies, interviews, and observation. This research used inductive analysis, with the process of discussion in the categories which came from the data. The data analysis in this study followed the steps consisting of three activities done simultaneously, namely: data reduction, data presentation, and conclusion withdrawal.

Results and Discussion

The theory of leadership that developed recently is a theory that recognizes the role of subordinates, leaders' and subordinates' perceptions on various work and means in determining leadership success. In other words, an interaction occurs through a process of mutual influence using the personalities of each individual. Leaders not only adjust to the demands of the leadership situation, but also be proactive in changing the leadership situation, especially motivating subordinates to be more productive at work. For that, leaders with integrative personality will maintain the trust of members by placing organizational needs above their own personal needs. Leaders should always do, or at least try to do, everything properly, and display high ethical and moral standard. Leaders have ways to motivate and inspire people around them by giving meaning and challenges to subordinates' performance. In addition, leaders should stimulate subordinates to be more innovative and creative by re-discuss problems and replace old ways with new ones. A good leader should interact with members personally, be perceptive, and view their followers as a whole person rather than a mere staff or subordinate. Leaders who influence and direct subordinates through behavioral and interactional examples will be likely to achieve success in the

fulfilment of state duties. This will depend on and be seen from the leader's personality, namely: self-acceptance, which means having self-worth, believing in one's own abilities, and accepting the limits of one's ability; reception by others, which means how a leader is accepted by its people, how a leader can collaborate and lead; work efficiency, which means how a leader can focus, work according to their ability and handle responsibility; freedom from internal conflicts, which means being realistic and mature in behaving and able to control emotions. Based on leader's personalities above, there can be a government that is clean from KKN (corruption, collusion, and nepotism), effective and efficient at work, full of responsibility that does not violate the law, conducts activities with transparency, and promotes mutual respect. Ultimately, community authority and participation will be materialized. Thus, integrative leader personality will be able to underlie a clean and authoritative government, and foster a sense of love for the motherland or patriotism.

Furthermore, in providing guidance to national life, ethical/value points are formulated that can be implemented to produce national leaders for accountable government and good governance. The ethics of national life are as follows:

Ethics and Morals of Social and Cultural Life, that include: being honest, caring, understanding, loving and helping fellow human beings and citizens of the nation; being ashamed of making mistakes that are contrary to religious morals and the noble values of the nation's culture; and fostering exemplary culture in attitudes and behavior at every level of society.

Political and Government Ethics, that include: realizing clean, efficient, and effective government, promoting democratic political atmosphere characterized by transparency, responsibility, responsiveness toward people's aspirations, respecting differences, honesty in competition, willingness to accept more valid opinions, and prioritization of HAM (human rght), right equality and obligation in national life; having a sense of caring in providing services to the public, ready to step down if they violate the rules and value system, or are considered unable to fulfill the mandate of the community, nation and state; resolve adversity/conflicts through deliberation with wisdom and discernment in accordance with religious and cultural values, while upholding the differences as something human and natural; creating harmonious situation by prioritizing common interests rather than personal and group

ones; leaders and elites must be honest, trustworthy, sportsmanlike, ready to serve, big-hearted, exemplary, humble and ready to step down if proven to make mistakes or policies contrary to the law and a sense of community justice; being tolerant, humble, avoiding hypocrisy, lying in public, manipulation and other despicable acts.

Economic and Business Ethics, that include: creating realistic economic condition characterized by honest, just competition that encourages the development of a work ethic, economic endurance and competitiveness, as well as creating conducive atmosphere for economic empowerment in favor of the small people;

preventing the practice of monopoly, oligopoly, policies that are likely to lead to KKN, discrimination and avoiding behaviors that justify any means to gain profits.

Fair Law Enforcement Ethics, that include fostering awareness that social order, serenity and life order can only be realized by adherence to the laws and regulations that favor the justice; ensuring the upholding of supremacy and legal certainty in line with efforts to fulfill justice that lives and develops in society; fair law enforcement, indiscriminate treatment to all citizens before the law, and avoidance of the misuse of law as an instrument of power and other forms of manipulation.

Scientific Ethics, that include upholding humanity values, science and technology so that citizens of the nation can maintain their dignity, siding with the truth to achieve benefit and progress in accordance with religious and cultural values; realizing the initiative, creation and work reflected in creative, innovative and communicative behavior in reading, learning, researching, writing, creating and creating a climate conducive to the development of science and technology; asserting the importance of hard-work culture by appreciating and making the best of time, disciplined in thinking and acting and keeping promises and commitments to achieve the best results; pushing the limits to face obstacles and challenges in life, turning challenges into opportunities and able to nurture creativity for the attainment of new opportunities, resiliency, and perseverance.

Environmental Ethics, that include emphasizing the importance of an awareness of respecting and preserving the environment, and spatial planning in a sustainable and responsible manner.

Some important requirements of national leader personality that can enhance the love of the country include:

Devoted to God Almighty. A leader must be devoted in practicing their religion.

Never betrayed the country. A leader should never be involved in a separatist movement, has never carried out an unconstitutional or violent movement to change the basis of the state and has never violated the UUD 1945.

Never commit despicable acts. A leader should never do anything that is contrary to religious norms, moral norms and customary norms.

Loyal to Pancasila as the national principle, the UUD 1945 and the ideals of the 17 Agustus 1945 proclamation.

CONCLUSION

The refinement of national leader personality will bring about positive impacts on the continuity in carrying out tasks, the generation of friendly relation between subordinates and leaders, and will also improve patriotism. The properness of leader personality may result in work success, improve work coordination, and conducive work atmosphere. The supportive personality of the leader can increase the sense of responsibility and tolerance among fellow nation components.

Proper personality of a leader can only be achieved if they have knowledge, ability and attitude relating to the scope of tasks and responsibilities, procedures for analyzing problems, solving problems and implementing appropriate decisions. Leader traits such as transparency, willingness to accept different opinions, restraint from arguing without facts and theories, independence, responsibility are expected to forge the path to clean and authoritative government and to boost the love of the country. Therefore, idiosyncratic leaders are expected to exhibit these characteristics: accepting oneself, having self-worth, believing in oneself, and accepting the limits of one's ability; accepted by others, respected by others, can work together, and able to lead; efficient at work, able to focus, work according to ability and responsible; free from internal conflicts, realistic and mature in actions and able to control emotions.

With this I conclude this brief analysis. Hopefully it would bring some benefits for the development of this lovely nation.

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