

OPTIMALISASI PERAN PEMUDA DALAM PENERAPAN SERVANT LEADERSHIP MELALUI PROTOTYPE LASKAR PEMIMPI DI PANTI ASUHAN AL-HASANAH BONE BOLANGO

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ABSTRACT

Leadership style is a series of systems that have important elements, namely influencing, the ability of strong leaders to realize cooperation so as to facilitate the achievement of the vision and mission of the organization. The research method used in this study is to use an observation approach. This leadership project method is divided into 2, namely; Empowering and Improvement and Community Service. Selected young men were given briefings related to the concept of servant leadership and big five personality theory. This collaboration aims to provide positive energy to the community, especially for children in the Al Hasanah Bone Bolango Orphanage through the presence of youth who are ready for change.

Keywords: Leadership, Servant Leadership, Big Five Personality Theory

INTRODUCTION

Effective leadership, ethical leadership, and the emergence of leadership have been widely researched, but there is still a lack of research on the relationship between the 5 great personality traits and authentic leadership (Baptiste, 2018).

The 21st century is known as the information age (Beetham & Sharpe, 2013). The importance of knowledge in this era can be understood through *strategic resource*

based (Lockett et al., 2009) which suggests that organizational success can be achieved by embracing the development of new knowledge and capabilities. Organizational scholars argue that facilitating the development of knowledge creation capabilities can be a source of competitive advantage for organizations that are difficult for rivals to replicate (Torres et al., 2018), and that positively influence organizational innovation (Rhee, & Park, 2018). Others argue that the sharing of knowledge and information plays an important role in the innovation and development of new products and processes (Zamora & Senoo, 2013). In addition, knowledge creation capabilities help companies through improving their performance in times of high-tech turbulence and competitive intensity (Su et al., 2016)

Leadership style is a series of systems that have important elements, namely influencing, the ability of strong leaders to realize cooperation so as to facilitate the achievement of the vision and mission of the organization. A successful leadership style is a leadership style that is carried out based on conscience, norm values, ethics, freedom, trust, supervision, ready to accept criticism, suggestions that are constructive, firm and respectful of creativity, innovation and motivation, this leadership style has an impact on improving performance which includes increasing professional competence, increasing personality competence and increasing social competence (Suwarno and Bramantyo, 2019).

Leadership styles are ways that leaders do in order to influence their members, namely leaders who prioritize tasks or leaders who are more concerned with their relationship with members (Asnawi, 1999).

One of the contemporary leadership styles developed today is *servant leadership* where leaders seek to empower all the potential that exists in the organization using a humanist and friendly approach (Keith, 2016).

Servant leadership has (1) a moral component, meaning that morals become an integrated part as a leader's identity that can be exemplified and transferred or transmitted to his subordinates or followers; (2) focus on service to followers or subordinates, meaning that the leader pays attention to the improvement, improvement and achievement of the personal performance of subordinates and not just for the benefit of the organization; (3) attention to the success of all *stakeholders*, meaning that organizational leaders view that organizational success cannot be separated from all *internal* and *external* components that are integrated with the organization such as: employees, customers, business partners and the community; and (4) self-reflection, in an effort to avoid arrogant leader profiles. Leaders who carry the *servant leadership* model provide openness for all members and the organization they lead to participate actively and creatively and generate great motivation for their employees to work and involve their hearts in the mission and goals of the organization (Keith, 2016).

In increasing the role and mentoring of orphanage children, we are interested in exploring *servant leadership*. This type of leadership and motivation is very important for youth to have. Although activities are made as good as they are, if young

people do not realize the meaning of good service and motivation, the goal will not be achieved (Mingkol & Hatmoko, 2022).

Youth is an important pillar in the development of a nation, the more qualified the youth, the more open the potential of a nation to become a developed and highly civilized country. It should be noted that the place to learn from youth is not only in school or lectures but youth can learn wherever they are and whenever they are (FEB Unair, 2022). This project encourages all Gorontalo youths to be aware of their role and function as *agents of change* in the midst of society.

The problem to be studied is the *existence of a research gap* from previous studies. From various existing studies, the relationship between the concept of *servant leadership* and organizational culture to performance is inconsistent, but there are also those who consider it consistent. Therefore, we have a concept that involves the role of youth to develop their capacities and learn and apply the concept of *servant leadership*.

One of the efforts to facilitate young people to develop their capacity and self is by exploring experience and knowledge from community empowerment programs, absorbing local wisdom of the community, exploring inspiration, *sharing knowledge* with the community, strengthening networks and understanding the importance of contribution and collaboration with the community.

This project is carried out in collaboration with one of the youth communities in Gorontalo, *Youth Superior Indonesia*. This collaboration aims to provide positive energy to the community, especially for children in the Al-Hasanah Bone Bolango Orphanage through the presence of young people who are ready for change. We want to encourage them to get equal treatment, equal education, and the convenience of socializing. We hope that this activity can be transformed into a bridge between our concern as a community for those in need.

METHOD

The research method used in this study is to use an observation approach. According to Tanjung, et al., (2022) observation is a direct and systematic observation of the symptoms to be studied. With this method, researchers can see and feel directly the atmosphere and the subject of the study.

This method of leadership projects is divided into 2:

a. Empowering and Improvement

This method is carried out to young men in the form of debriefing and instillation of *servant leadership values*. It contains a *Superior Talk Series* and *Leaderless Group Discussion*. The *Superior Talk Series* contains *leadership sharing sessions* and discussions on *big five personality theory*. *Leaderless Group Discussion* related to the topic of youth and love for the homeland to increase willingness to lead, critical thinking skills and public speaking.

b. Community Service

Delegates and participants will apply the concept of *servant leadership* when conducting community service in the field of education at the Al-Hasanah Bone Bolango Orphanage. In addition to applying the concept of serving leadership, delegates and participants will also train their *soft skills* in socializing and become problem *solvers* when there are problems in the field. This service is coupled with several activities including education and motivation related to future goals in a concept of "Laskar Pemimpi". After that, *a ranked 1st game* was carried out to provide an understanding of nationality insights for the children of the Orphanage.

RESULTS AND DISCUSSION

Result

a. Youth of Gorontalo Province

We gathered selected young men through regional selection in Gorontalo Province totaling 8 participants. They were finally equipped with *big five personality theory* and other skills so that they could be applied to children in the Al-Hasanah Bone Bolango Orphanage. The following are the results of the application of the *big five personality theory*:

Table 1. Results of the Application of Big Five Personality Theory

Participant Initials	Opennes	Conscientiousness	Extraversion	Agreeableness	Neuroticism
AT	✓	✓	✗	✓	✓
MF	✓	✓	✓	✓	✓
UP	✓	✓	✓	✓	✓
SW	✓	✗	✗	✓	✓
TM	✓	✓	✗	✓	✓
CK	✓	✓	✓	✓	✓
AP	✓	✓	✓	✓	✓
IS	✓	✓	✓	✓	✓

b. Children of Al-Hasanah Bone Bolango Orphanage

The activities carried out in the orphanage are rank 1 competitions that aim to increase their knowledge related to general knowledge and activities of dreamers who are conceptualized in a prototype of ideals to motivate and educate related to leadership and future planning in achieving goals.

Through the 1st place activity we won 1st, 2nd, and 3rd place in the competition:

Table 2. 1st Place Race Results

1st Place	2nd Place	3rd Place
Salman	Adit	Son

Here are the winners of the 1st place race:



Figure 1. Winner of Race Rank 1

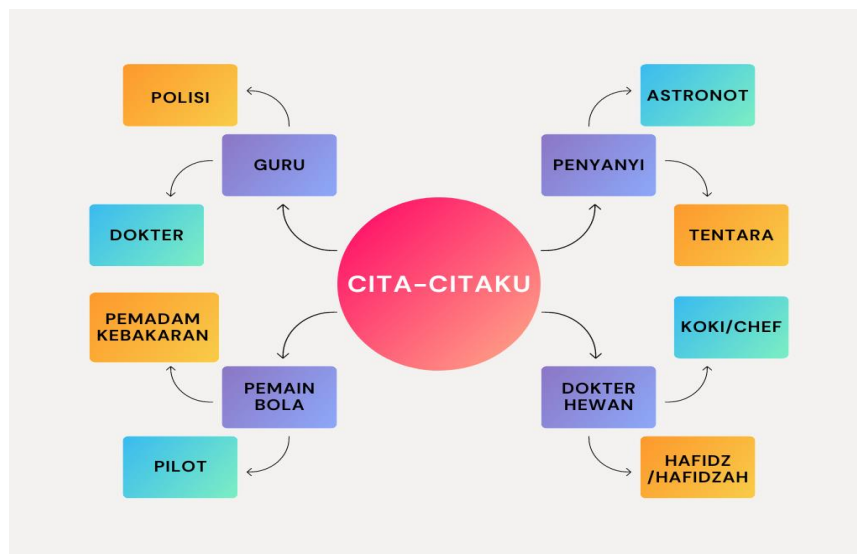


Figure 2. Prototype of The Dreamer Warriors

Discussion

a. Youth of Gorontalo Province

Based on table 1, it has been identified regarding the application of *big five personality* to all selected delegates totaling 8 people. The results stated that the application of the *Opennes* attitude was demonstrated by 100% of the participants. This is based on a creative and innovative attitude characterized by the personality of *Opennes*.

For the application of *the attitude Conscientiousness* was demonstrated by 87.5% of participants. This is based on a careful, punctual, and sincere attitude in carrying out devotion. But there are still participants who have not been able to show this.



The application of *the extraversion* attitude has also been demonstrated by 62.5% of participants. The positive attitude shown is in the form of activeness, courage, and the ability to interact with the children of the orphanage. On the contrary, there are still some participants who have not been able to show this.

The application of *agreeableness* has also been demonstrated by 100% of participants. This is based on a kind, friendly, cooperative, trustworthy, and helpful attitude. The application of *neuroticism* has been demonstrated by 100% of participants based on the application of calm and unemotional attitudes.

b. Children of Bone Bolango Orphanage

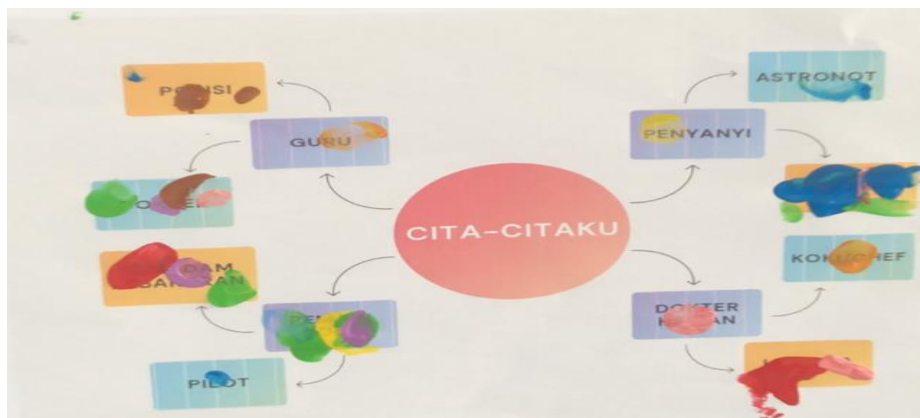


Figure 3. Results of the Warriors of Dreamers

The results and discussions related to dreamers are listed in the following table:

Table 3. The Children's Dream of Al-Hasanah Bone Bolango Orphanage

Quote-Quote	Number (people)
Guru	2
Police	3
Astronaut	1
Singer	1
Doctor	4
Firefighter	3
Pilot	1
Experienced	1
Vet	1
Army	10
Footballers	5
Hafidz Qur'an	4

CONCLUSION

This activity is carried out for 2 days. The first day focused on *empowerment and improvement*, the second day focused on community service "warriors of dreamers".

The conclusions of the implementation of this project are:

- a. Selected young men were given briefings related to the concept of *servant leadership* and *big five personality theory*. The debriefing was carried out with *sharing sessions* related to leadership and personality theory as well as a *Leaderless Group Discussion* to improve the ability to lead in oneself, *public speaking, critical thinking, and problem solving*.
- b. Providing education and leadership motivation to the children of the al-hasanah Bone Bolango orphanage which was conceptualized in the prototype "Laskar Pemimpi". Youth act as role models for them and increase morale and there is a growing space for the children of al-hasanah Bone Bolango orphanage.

SUGGESTION

- a. To develop the ability of young people to serve, it is necessary to have a platform or community that can be a place to learn and increase social sensitivity through programs that aim to provide services to the community
- b. To increase the motivation of orphanage children, it is necessary to take advantage of technological advances. The foundation needs to provide technology understanding to children to ensure they get the same information as other children. However, more supervision is needed considering that children are still vulnerable to being exposed to negative information through a technology.

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