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LEADERSHIP AND CONTEMPORARY PUBLIC POLICY

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Abstract

Leadership in the government sector is largely influenced by the ability of individuals holding the position. Ability in this respect is the ability to perform governmental duties in accordance with the needs and interests of the people as well as the demands of the global community. A leader must understand the wishes of his people and read the trends that change periodically. Nowadays, public policy needs to be studied carefully so that strategic issues can be chosen to be raised as policy issues and then set as policy agendas. Careful study through these stages will really help governments in formulating policies that can be used as a force to solve the problems that governments face. A variety of targeted programs and activities can be maximized, ranging from finding policy issues to making the right policies. At this stage, responsible governance can also significantly improve the well-being of the people.

Keywords: Leadership; Public Policy; Contemporary

Abstrak

Kepemimpinan pemerintahan dalam suatu sektor pemerintahan sangat ditentukan oleh kemampuan masing-masing pemimpinnya. Kemampuan yang dimaksud adalah kemampuan melaksanakan tugas pemerintahan sesuai dengan kebutuhan dan kepentingan masyarakat serta tuntutan masyarakat global. Diperlukan kemampuan seorang pemimpin untuk memahami aspirasi rakyatnya dan membaca tren perubahan zaman. Kebijakan publik yang ada saat ini perlu dikaji secara cermat agar dapat dipilih isu-isu strategis dari permasalahan yang dihadapi untuk diangkat menjadi permasalahan kebijakan dan selanjutnya dapat ditetapkan sebagai agenda kebijakan). Kajian yang cermat melalui tahapan-tahapan tersebut akan sangat membantu pemerintah dalam merumuskan kebijakan berupa peraturan perundang-undangan yang dapat dijadikan leverage dalam menyelesaikan berbagai permasalahan yang dihadapi pemerintah. Mulai dari menentukan permasalahan kebijakan hingga merumuskan kebijakan yang tepat, berbagai program dan kegiatan yang tepat sasaran dapat dioperasionalkan. Melalui tahapan ini, tata kelola yang akuntabel juga akan mampu memberikan dampak signifikan terhadap peningkatan kesejahteraan masyarakat.

Kata kunci: Kepemimpinan; Kebijakan Publik; Kontemporer

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INTRODUCTION

The reflection of the industrial revolution 4.0 has changed the structure of national life greatly. These changes have an impact on government and private organizations, and crucial in these changes is the existence of a leader. In general, leadership is often referred to as "leadership". According to experts the definition of leadership is:

1. Getting things done means getting results through others.
2. Mobilize other people to achieve the desired work results.
3. Leadership is influence, affecting others.
4. Leadership has one word, namely influencing, meaning influencing, motivating, directing other people to achieve organizational goals.

Based on the definition of leadership above, it can be concluded that Leadership is one of the management functions which is a person's ability to mobilize other people, both in groups and individuals within an organization, thereby giving rise to encouragement, willingness and ability to act. do something, either willingly or sincerely. through coercion in achieving stated organizational goals.

Based on this simple formulation of the definition of leadership, Many aspects fall within the scope of leadership. This includes leadership functions and duties, standards of success, resources, and professional abilities to carry out these duties and functions.

In the management circle which reflects the organization, leadership and human relations are an inseparable unit, leadership is leadership is expected to be able to dynamize

the organization to achieve its goals because it is one of the drivers, motors and motivators of existing resources in the organization.

Leaders are expected to have leadership qualities through training and personal development. Understanding and fulfilling responsibilities as a leader is important because one's thinking, attitude, and behavior is expected to determine or determine the mission of the organization.

Public administration studies, also known as public policy, is an applied science that studies how governments organize public interests and manage them through regulatory and service functions. Various policy problems arise from various government or community interests. Covers administrative, political, economic, social, cultural or other issues.

In general, this problem can be divided into two parts. First, substantive policy issues. This is a current health concern due to the worldwide COVID-19 pandemic.

This policy substance explains that policy problems can follow subsequent policy problems or even appear simultaneously with other policy problems. Therefore, a priority scale must be used to determine policy problems and policy agendas. This will help determine performance indicators and formulate and implement policies according to the priority scale.

Problems in the policy process can be used as a basis for development stages, namely agenda setting, policy formulation, decision making, implementation and evaluation. Problems will arise if one stage and another are



Andri Nurdiansah¹, Yeti Rohayati², Rifqi Zaeni Achmad Syam³

carried out sequentially. Because public policy is always related to its environment, past or current problems cannot be avoided.

Social, economic, and political influences on inputs, system variables, policy outputs, and policy outcomes are included in the environment, according to David Easton's (1957) classic study. To study policy problems from a process perspective, it is important to view the problem from the perspective of urgency, periodization, or even escalation. Therefore, studying this issue must be taken seriously and sharply.

According to Werner and Wegrich (2007: 43-63), Lasswell was the first to introduce ideas that described the policy process in stages. In 1956, he introduced a policy process model consisting of seven stages: intelligence, promotion, prescription, solicitation, implementation, application, and assessment. The analyst's ability to understand a problem, including the ability to reason, identify new problems, plan, and solve them, is known as intelligence.

Promotion, the ability to inform stakeholders that the issue being championed is so strategic that it can be included in the agenda setting and stipulated in policy immediately. Prescription, the ability to provide solutions or suggestions to solve problems. Although this solution is temporary, it is crucial to ensure that this issue gets on the policy agenda. In English, "prayer" means a call or hope that the problem that occurs can be resolved according to the level of escalation so that it can be resolved immediately. In this context, the term "prayer" is used to describe the hope that the problem-solving proposals that have been made can be processed immediately. Termination is a temporary suspension of the assignment of a problem that has been studied to allow further action. Appraisal is an assessment or estimate

that a policy will be effective if the problem is resolved immediately.

Indonesia's policy process can reflect the above understanding. DPR or DPRD members routinely collect community aspirations to understand the problems they face. If such efforts are carried out in the manner mentioned above, it is very likely that the issues captured will be of a quality that meets community expectations.

The government or regional government always discusses and assesses various programs and activities during the fiscal year. If this process is carried out carefully by paying attention to the stages above, the program or activity will be effective and efficient as expected.

Every policy substance has a policy process, but each policy process involves one or several policy substances. It needs to be understood that the issues of policy substance and policy process are interrelated. Therefore, the policies and leadership of modern society must be considered.

LITERATURE REVIEW

Leadership is about how to influence other people, subordinates, or followers to achieve the goals the leader desires. The term person who influences an organization is called a leader, the term power in an organization is called leadership. These words are related to each other.

In practice, leaders and leadership are often interpreted the same way, even though they are different. A leader is a person who has the task of leading, However, leadership is a trait and talent that a leader must have. To achieve organizational goals and influence others, leaders must use their abilities actively.

Management experts have developed various theories about the emergence of a



leader. Theories do not agree with each other.

Here are the three most popular theories:

a. Genetic Theory

The essence of this theory is summarized in the assumption that "leaders are born and not made". Adherents of this theory argue that leaders have talents that are given to them from birth. A person will be a leader in any situation because he was born to do so. That means fate has determined that he will become a leader.

b. Social Theory

If genetic theory says that "leaders are born and not made", then socialists say the opposite, namely "leaders are made and not born". These theorists argue that anyone can be a leader if given the education and opportunity to do so.

c. Ecological Theory

This theory explains genetic and social theories, which argue that a person can only be a good leader if they have the talent for leadership from birth. This theory is also considered the best leadership theory because it combines all the benefits of genetic and social theories.

However, a more in-depth study is still needed to be able to find out exactly what factors cause someone to become a good leader.

Several experts have opinions about leaders, some of which are:

- 1) Malayu S.P Hasibuan states that a leader is someone who has leadership authority and directs his subordinates to carry out their duties to achieve certain goals.
- 2) Robert Tanembaum states that leaders are those who use formal authority to organize, direct and supervise responsible subordinates so that all parts of the work work together to achieve company goals.

In an organization, leaders are divided into three levels, with members of each management group consisting of the first level.

1. Top Managers,
2. Middle Managers, and
3. Lower Managers/Supervisors.

Leadership is a person's ability to influence and motivate other people to do something in accordance with a common goal. The processes involved in leadership include determining organizational goals, motivating follower behavior to achieve those goals, and influencing the improvement of the culture and group.

However, power is the ability to force others to do what they want. "The art of influencing and directing means distancing oneself from their willingness to obey, be confident, respect, and loyally work together in order to achieve the mission." Leadership is the art of influencing and directing people in such a way that they are willing to obey, be confident, respectful, and loyally work together in order to complete tasks - Field Manual 22-100.

The ability to influence others to do what others want is known as power. Power, leadership, and leadership are three words that cannot be separated. Because being a leader doesn't just depend on likes, but also consider many factors.

Depending on the perspective or approach used, a successful leader must meet several standards. It can be character, skill, talent, personality, or authority, which will greatly influence the theory and style of leadership to be applied.

When you have power, you can influence others to do what they want. As previously mentioned, the terms power, leadership, and leader are closely related. Because being a



Andri Nurdiansah¹, Yeti Rohayati², Rifqi Zaeni Achmad Syam³

leader is influenced by many factors, not just a person's desires. A leader must have certain qualities, such as personality, skills, talents, attributes, or strengths, depending on the perspective or approach used.

RESEARCH METHODS

This research was conducted using qualitative research methods. The aim of this method is to gain an understanding of the phenomena experienced by research subjects through explanations made using various scientific methods (Moleong, 2014). Data was collected by reviewing the literature. This writing uses various types of literature about innovation, public policy innovation, and public service innovation. In this research, various types of data, information and reports are used to analyze secondary information and data. Next, this concept is often associated with the public policy component. If we look at current issues, like the COVID-19 pandemic, to see whether these issues have been considered in policy issues, agenda setting, policy making, or even policy evaluation, then we can see whether the policies made by the government are aimed at minimizing outbreaks, and how effective those policies are. This is the policy of the UNFPA, medical facilities, and participation when the New Normal situation ends, as well as other related policies.

RESULTS AND DISCUSSION

A good way to start studying general policy issues in depth is to understand the philosophy of administration as the basis of public policy studies. Hodgkinson (1978) argues that rationality or logic and value is the philosophy underlying administrative action and judgment. (dan kebijakan). Because it's used in social relationships and as an artificial

system, rationality has always been the subject of debate.

Ethical values and practices start at the same time in the domain. Administration or policy is a philosophical act, so before making policies, it is necessary to understand the wants and needs of society in the social, economic, political or other fields. This is done to gain public trust in government actions; in other words, the government is truly present in every problem and its resolution. It is also a process of critical thinking and respecting the principles of bureaucracy and society. Therefore, exploring and formulating problem policies must be based on accurate qualitative data about real problems faced by society or groups.

People are the primary resource of administration and policy, which reminds us that the behavioral, cooperative, and policy components that affect improved well-being are important things to consider when determining public policy issues.

Social relations influence the application of rationality values in policy, so that interest groups often clash when studying policy issues. To reach an agreement, an agreement is needed to resolve the problem.

Additionally, ethical principles also influence administrative and political issues. Therefore, democracy, justice, equality and effectiveness are important foundations in determining political problems. William Jenkins stated that "public policy is a series of decisions taken by various parties who are interrelated with a political actor or group of actors regarding the selection of goals and how to achieve them in certain situations where, in



Andri Nurdiansah¹, Yeti Rohayati², Rifqi Zaeni Achmad Syam³

principle, the actor's power to achieve it." (Moran and Rein, 2006).

This opinion emphasizes that the desire, formulation and determination of policy problems must be related to a series of decisions and policies involving actors or groups of political actors to choose the best goals from various existing options, depending on the time or particular situation, and the actors' agreement to achieve them.

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There are many parties involved in this series of policies, including politicians, bureaucrats, professionals, community leaders, and even business actors or other parties. There are several indicators that can be used to measure how effective the COVID-19 pandemic control policy is. This includes how strong the actors are in controlling the pandemic, when the situation specifications are appropriate to reflect how effective the pandemic control is, and how effective the application of ethical values is in implementing health and social distancing protocols.

In addition, current issues related to preparations for the simultaneous regional elections in Indonesia, which will be held on

December 9 2020 in 270 regions, can also be evaluated. What are the policies and their operationalization, who is involved in each stage, what are the specifications of the policies implemented in accordance with the conditions faced during the COVID-19 Pandemic, and what resources are used to support their implementation. this pandemic and the power of actors to guarantee the success of simultaneous elections.

In a policy analysis study, Weimer and Vining (1999) said that studying policy issues should consider follow-up actions, such as setting an agenda. Identifying the problem and selecting the problem is part of setting the agenda. It includes: The process of regulating policy issues regarding potential strategies and instruments that shape policy development; and Switching from issues often expressed by stakeholders or affected actors to the formal political agenda is an important step in the process of setting this agenda.

According to Weimer and Vining (1999), policy analysis studies should consider follow-up, such as agenda setting, when studying policy issues. Agenda setting consists of problem identification and problem selection, which includes: the process of regulating policy issues relating to potential strategies and instruments that shape policy development; and switching from issues often expressed by affected stakeholders or actors to formal political agendas.

However, if you can answer three questions, you are considered a policy issue. What's causing trouble? Who's responsible for this and why? The answers to these three



Andri Nurdiansah¹, Yeti Rohayati², Rifqi Zaeni Achmad Syam³

questions indicate that the issues are of a political nature and may include setting an agenda.

Furthermore, Weimer and Vining (1999) stated that policy agendas can be classified into 4 (four), namely: issues that recur periodically, issues that recur sporadically, crisis-based issues, and new or "selected" issues.

The deliberative policy study is one of the interesting examples of the study of modern policy issues. This method of seeing problems begins with defining policy issues. Then, public discussions were held to reach consensus on what issues should be included in the policy agenda. Undoubtedly, the public policy involved in this deliberative process requires the government to speak seriously and have a measurable outcome.

Thus, the question of policy deliberation can be determined in three stages. First, identify the characteristics of the participants. To do this, the participants are ranked according to various interests and interests. (kolaborasi). Second, implement the actual dialogue result—known as "authentic dialogue"—where people talk to each other in person, learn from each other, and be creative. Third, adapt to the system.

At this stage, each participant's identity is identified, perceptual similarities are made, a new (heuristic) perspective on problem solving is made, and then a new problem-solving plan is made.

The principle of deliberative problem forms is known as the acronym DIAD (Diversity, Interdependence, and Fair Dialogue, Network Dynamics), according to Innes and Booher. (2000). Public policy issues have many aspects, especially in Indonesia. This is understandable because of the vast

territory, the large population, the multicultural society, the continuing inequality of welfare, the rapidly growing climate of democracy, and many other factors. Because of circumstances like this, public policy issues are becoming more and more complex.

Understanding the open economy trilema means the relationship between fixed exchange rates, capital mobility, and monetary autonomy in a global dimension. Governments face three choices when setting their agendas: if they choose fixed exchange rates and capital mobility, monetary autonomy will be free; if they opt for capital movability and monetary autonomousness, the exchange rate will be fluctuating; or if they pick a combination of zero and capital Mobility, the rate of exchange will be fixed.

For the most part, government sector leadership is determined by the abilities of each leader. Ability in this case includes the ability to perform government duties according to the needs and interests of the people as well as the demands of the global community. It requires a leader who has the capacity to understand the wishes of his people and understand the trends that change over time.

A leader must always communicate mutually with his people to understand their desires. This process of interaction will determine the type of real desire and reality that society faces. Don't let people outside the area of leadership know about the situation within the leadership area. This is very dangerous, but it often happens in the life of government leadership.

Information, debate, and problems that arise in government administration should not be forgotten by a leader when they have the ability to understand the changes that occur over time. A leader in government administration can use this information to



Andri Nurdiansah¹, Yeti Rohayati², Rifqi Zaeni Achmad Syam³

generate innovation and creativity. Don't stick to rigid normative rules that don't make sense. As long as it does not conflict with existing laws and focuses on government interests in improving public service, leaders must be innovative and creative.

Comparative studies will open the eyes and insights of a leader to make changes in his area. It would be wrong to use comparative studies only as entertainment for things that are not related to a leader's duties and responsibilities, especially in an increasingly critical society.

CONCLUSION

Leadership in the area of government is determined by the ability of the responsible individual. Ability is the ability to carry out governmental duties in a way that is appropriate to the needs and interests of the community, as well as in a manner that is consistent with the demands of the global community. A leader must be able to understand the wishes of his people and read the trends that change naturally. Current public policy needs to be thoroughly examined. This is done so that strategic issues can be chosen as policy issues and then set as policy agendas. (membuat agenda). A careful study of these measures will be of great help to the government in formulating

Policy in the form of laws and regulations that can be used as a force to solve problems facing governments. A range of targeted programmes and activities will be implemented, ranging from finding policy issues to making the right policies. At this stage, effective government administration can emerge and have a major influence on improving the well-being of the people.

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Andri Nurdiansah¹, Yeti Rohayati², Rifqi Zaeni Achmad Syam³

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