

# The Leadership of the Regent of Madiun in Developing Madiun Regency as a Pesilat Village

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## ABSTRACT

The leadership factor has an important role in carrying out activities and running an area. Regional culture has a function to be able to unite every human/society of various characters in order to realize the vision and mission of its leadership. Madiun Regency has declared its territory as a fighter village, but this declaration has not produced maximum results. The Madiun Regency Government has provided support to the Pencak silat organization so that the declaration of Madiun Regency as a Pesilat Village can realize the vision and mission of the Madiun Regent's leadership. So, in this case a collaboration is needed from Regional Leaders as well as government organizations and leaders of Pencak silat organizations in order to realize Madiun Regency as a Pesilat Village. The research method used by the researcher is in the form of a literature review using predetermined data. This study wants to see how the right leadership pattern in solving the problems of Pencak silat is to produce a policy so that this fighter village can get positive values in Madiun Regency.

**Keywords:** Leadership, Collaborative, government and culture.

## 1. INTRODUCTION

Leaders have the capacity and capability to advance an organization. Realizing the vision and mission of the organization requires leaders who can work together, who run a series of work and carries out regular management for the sustainability of the organization [1]. Cultural characteristics can be used as a reference for leaders to make decisions that are more effective in achieving organizational goals. According to Gregor Culture are the side of human nature and human behavior, which can be used as a reference in determining the style of leadership practice [2].

Departing from the plurality of Silat universities in the Madiun area, a new identity is needed that is legalized in order to achieve the vision and mission of the Regional Head in order to fulfill the socio-political and economic aspects of social life, with the new identity it is also expected to be a unifier of the Silat colleges. A recognized identity is something that humans need in becoming a member of a group or society. Awareness of the characteristics of oneself, one's own community, one's own group, or one's own country is what is called Identity [3]. 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 colleges so that the current Leader of the Madiun Regency Government / Madiun Regent was elected for the 2018-2023 period, declaring Madiun Regency as a Pesilat Village in order to realize its vision and mission.

The Government of Madiun Regency as a stakeholder has made efforts to preserve the Pencak Silat culture through an identity of Madiun, the Indonesian Pesilat Village. The Indonesian Pesilat Village Logo has been launched by the Madiun Regency Government since October 22, 2018, which is reinforced by the Madiun Regent Regulation Number 22 of 2019 concerning the Madiun Regency Logo of Indonesian Pesilat Village. As quoted from the official website of the Madiun Regency Government, the Regent of Madiun Ahmad Dawami believes "Madiun Regency will be safer with the many Pencak silat colleges, this is also in accordance with the main vision for the Madiun Regency Government, namely: Safe, Independent, Prosperous and Moral." [4].

Given that the goal of a leader is the same, namely the success of the vision and mission, but the application of the concept has a different background. The existence of differences in the potential of each region will affect

where the policy concept is built, be it differences in cultural, environmental, and community factors. Therefore, the Regent of Madiun H. Ahmad Dawami Ragil Saputro (Kaji Mbing) made a step in the success of his vision and mission, which was to invite all martial arts colleges in the Madiun Regency together with elements of the Madiun Regency community to realize the implementation of its policies so that it can run smoothly and successfully.

Why is policy important to evaluate? Based on the results of several issues and literature studies, it was found that various perceptions emerged in the community regarding violent conflicts carried out by elements of Pencak silat colleges in Madiun Regency and the impacts caused by these conflicts. The incomplete information received by the community has led to rumors and suspicion of a group that is often involved in the conflict, thus creating a sense of discomfort in the community. With the implementation of the current policy of the Regent of Madiun, it may be very helpful for the government's performance in meeting all the needs of the community for public satisfaction for the inconveniences that have been felt so far.

And do not forget that in leadership all parties take part in implementing the policy, be it from the government, groups/organizations, and community participation as a form of success for the policy, so this study is intended to determine the level of success of Kampung Pesilat in implementing policies in the District. Madison.

## **2. THEORY OF BASED**

### ***1.1. Definition of Leadership***

Leadership is the ability of a person to influence a group/organization in order to achieve goals [5]. And Leadership is the ability to influence a group/organization towards achieving a vision or set of goals [6]. In this case, leadership can be defined as the process by which an individual influences others to achieve a common goal [7]. Leadership can also influence, motivate, and enable others to contribute towards the effectiveness and success of a group/organization of which they are a member [8]. Leadership is a process of influencing and supporting others to work enthusiastically towards achieving goals [9]. The spirit of leadership is the most important factor to help someone in a group identify its goals, and then motivate the group to achieve the goals that have been set.

Being a leader must always think creatively and be full of new ideas, leaders must communicate their ideas to their members and influence their members to accept these ideas by implementing them according to the behavior of the group/organization. So that the

group/organization becomes a single unit with the same goal or desired by the group/organization.

### ***1.2. Organizational Culture***

Organizational culture is a common habit that is held by members of an organization so that organizational culture must be different or can be distinguished from other organizations [10]. Organizational culture is a set of values, beliefs, behaviors, habits, and attitudes that help a member of the organization understand what the organization holds, how the organization does everything, and what it considers important [11]. Based on this opinion, it can be concluded that organizational culture is a pattern of behavior that includes thoughts, actions, language, and habits carried out by members of an organization that distinguishes the organization from other organizations. The values of togetherness and norms of trust on the assumptions of the members of the organization are influential in solving problems and can also have an effect outside the organization.

Organizational culture can be carried out well, if the leader is able to carry out his functions according to his role, meaning that the role of the leader can influence, move and direct its members so that the behavior of its members is in accordance with the rules that have been set so that it will help the formation of the organizational culture. In developing an organizational culture, a leader must have clear and strong values and beliefs about the desired organization. Leaders have a contribution as the inventor of the vision and mission, it is necessary to form the organizational culture in order to have the ability and power over its members to carry out the vision and mission by making ideas/ideas for a step to its members which are then followed by its members. Organizational culture must have a sense of open relationship and give trust to one another, this is something that supports the spread of values and norms that exist in organizational culture.

### ***1.3. Collaborative Governance***

Collaboration is a word from co and labor, which can be interpreted as a combination of energy to achieve a common goal, the word collaboration is often used for work that is cross-border, cross-sectoral, cross-relational. Collaboration refers to a joint decision-making process so that collaboration is defined as cooperation between organizations for mutual benefit [12].

Why collaborative governance? According to [13], there are six main reasons why collaborative governance is said to be the best choice in government administration, namely:

1. The challenges of public problems are increasingly complex and difficult to handle in a monopoly by one government organization, requiring multiple approaches.

2. Several government organizations have carried out outsourcing mechanisms to increase their organizational capacity, this mechanism certainly requires.
3. The additional budget that burdens the government budget. The outsourcing mechanism basically uses the principle of collaboration between government organizations and non-governmental organizations on the basis of work contracts.
4. There has been a significant change in the relationship between governments at different levels, between the central and regional governments, which allows the creation of a working mechanism based on the principles of cooperation, collaboration, and information exchange.
5. Improving the effectiveness of programs/activities financed by the government can encourage government employees to identify new ways to provide the best service to the community.
6. The development of technology makes it easier for leaders/policymakers to exchange information for integrative decision-making through the principle of interoperability.
7. The community plays a role or is involved in governance, which allows collaboration in problem-solving and decision-making.

Collaborative leadership is where the leader optimizes all structural parts fully. Leaders always work together by designing constructively by involving stakeholders and facilitating and maintaining interactions that have been established. With collaborative leadership, a leader can influence other leaders (stakeholders) to be invited to work with him to achieve mutually beneficial and effective goals.

### **3. RESEARCH METHODS**

In this paper, the author uses a qualitative approach and a literature study as a writing frame. The author tries to explain adaptive leadership based on information obtained from books and scientific literature, scientific writings, journals associated with collaborative leadership theory as a single variable (mono variable) so that it can produce a statement and conclusion about collaborative leadership in influencing public administration directly. At the level of practice such as bureaucracy, privatization, and coordination.

### **4. RESULTS**

A leadership, of course, not only has the intention to design strategies to solve problems but also create strategic synergies between stakeholders that will lead to innovative solutions. With this process, collaborative governance is different from other cooperation forums,

not just completing tasks but looking for new ways or ways to solve problems. Leadership is not only concerned with one particular individual but how the process of each party can interact with each other in new ways so that they can take advantage of each other in ways and intentions to increase their respective capacities.

In this case, the Madiun Regency Government has tried to create an identity with the existing culture in its area. With a variety of martial arts colleges in Madiun Regency, the Regent of Madiun finally made a new identity that Madiun Regency was the Indonesian Pesilat Village. However, with the existence of this fighter village, the identity has not been maximized to make collaboration so that this Pesilat Village can be used as a tool for success in the success of the vision and mission.

#### **4.1. Collaborative Leadership**

Leadership is the ability of someone who can influence a group/organization so that it is expected to achieve the goals of the group/organization. Of course, there are several strategies that a leader has, one of which is by working with stakeholders which are meant by collaborative leadership. Collaborative leadership is where the leader optimizes all parts of the structure fully.

In Collaborative Leadership, the superior is how the management skills of leaders who always invite to work together by designing constructively by involving stakeholders and facilitating and maintaining interactions that have been established. With this collaborative leadership, it is hoped that a leader can influence stakeholders to be invited to work with him so that it can be mutually beneficial and effective. This was also done by the Regent of Madiun so that the policy of the fighter village could support his vision and mission in leading the Madiun district during his period.

With the background of tradition and history, the conflict that occurred long enough at the Pencak Silat college in Madiun is a form of social problem for the community. With efforts built from year to year by all stakeholders in the Madiun region, the Regent of Madiun H. Ahmad Dawami during his leadership period declared Madiun Regency as the village of Indonesian fighters. With the declaration of Madiun Regency as a Pesilat Village, it can produce more positive results for all martial arts colleges and the community in Madiun. On the other hand, the Madiun Regency Government as the owner of the authority in making legal policies together with other stakeholders seeks to build for the welfare of its people, one of which is through a cultural approach as local wisdom that should be preserved, namely by launching its regional identity called Madiun Kampung Pesilat. In developing this identity in order to get support and participation from the public, of course using the right strategy so that success in development becomes a big potential to be realized.

#### **4.2. Resources in Policy Implementation**

Resources are the main thing in implementing a leader's policy implementation. The Regent of Madiun in implementing his policy makes human resources in an organization/group or community considered as human capital, with the intention that these human resources are expected to be used as capital in increasing development in Madiun Regency. By upholding the value of togetherness in solving a problem, one of which was the dispute between the silat colleges which at that time was troubling the community, with the existence of the Pesilat Village in which there were 14 martial arts colleges, they could unite and work together to realize increasing development in Madiun Regency.

14 This martial arts college in the district of Madiun is a college institution whose members are mostly the people of the district of Madiun. The regent and the stakeholders of the silat college agreed to the participation of all its members in improving the development of the Madiun district, upholding the sense of unity and integrity. Even though they are different martial arts schools, they are still united, because all universities have agreed on the existence of a fighter village in Madiun Regency.

Through various silat colleges in Madiun Regency and they agreed to unite into one, namely to make Madiun Regency a fighter village, the Regent invites silat college stakeholders to train their students to excel not only in the martial arts field, but also in education and health, because this makes key qualities that enhance human capital and also contribute directly to economic growth.

In government and community activities, the Regent of Madiun gives instructions so that all members of the silat college always participate in the implementation of activities related to the community. For example, the Regent of Madiun during the COVID-19 pandemic has issued a Circular regarding the handling of COVID-19 in the Madiun Regency area. One of the contents in the circular urges the public to protect their respective territories by means of a one gate system, this is done so that local people during this pandemic when leaving the house must comply with the covid protocol, one of which is wearing a mask. Here the role of martial arts college members is to participate in protecting their territory, they are obliged to remind the public when leaving the house or checking on immigrants who enter their territory, they must comply with the Covid-19 protocol. With this event the Regent of Madiun intends to do it together they can unite to secure the region, still carry the flag of their respective martial arts colleges, but for the sake of regional security, they remain united and jointly secure their territory.

Not only the handling of covid-19, but the Regent of Madiun also invited all silat colleges to handle and prevent disasters in the Madiun Regency area, such as joint service work in their respective environments, planting vetiver as prevention of landslides because the Madiun Regency area is partly highland. In addition, all members of the university are also asked to participate in preserving the culture of local wisdom, namely promoting the Pesilat Village around the world, considering that the members of the silat college are not only the people of Madiun Regency, but this silat college is already worldwide, the Regent Invites all members of the silat college in Madiun Regency to promote this fighter village to members of the silat college who are outside the Madiun Regency area in various ways, namely selling merchandise with the logo of the fighter village logo, clothes bearing the fighter village logo, during joint training and so on.

#### **4.3. Disposition/Attitude in Policy Implementation**

In a commitment through the vision and mission of the Madiun Regency Government, at least in 2018 and 2019, the Pesilat Village Festival has held a cultural event every month before Muharram which is centered in the Caruban square, the Regent of Madiun Ahmad Dawami stated that the event was aimed at changing negative stigma into the positive stigma. For the wider community, when harmony and togetherness are formed, it will be a positive energy in improving the economy for the community [14], and the Madiun Regency Government in the future will continue to strive to fulfill the vision and mission set out in Regional Regulation Number 1 of 2019 concerning Regional Medium Term Development Plans ( RPJMD) Madiun Regency for 2018-2023, especially development in the community in the sector of strengthening culture and promoting local wisdom. When an organization works for the benefit of the community above the interests of others, it will have greater trust, which means that there is cooperation and participation that indirectly builds goodwill in the community [15] when building a cycle of good trust in the community, the organization has greater potential. In achieving long-term vision and mission while working for the public interest [16]. Through the primacy of the art of Pencak Silat as a cultural approach and local wisdom in Madiun, it is hoped that it will be a development effort towards prosperity for the people.

As quoted from the official website of the Madiun Regency Government, the Regent of Madiun H. Ahmad Dawami explained "The existence of a silat college in Madiun Regency will make Madiun Regency safer. This is in accordance with the vision of Madiun Regency, namely: Safe, Independent, Prosperous and Moral". The selection of the Indonesian Pesilat Village branding is in accordance with the reality and expectation that Madiun Regency is the center of various martial arts colleges and

can be great energy to support development in Madiun Regency [17].

In implementing the policy to realize the togetherness of all silat schools in Madiun Regency, the Regent issued a logo as the identity of the fighter village.



**Kabupaten Madiun  
Kampung Pesilat Indonesia**

With the creation of the Kampung Pesilat Indonesia logo, the goal is to get community support by collaborating with external stakeholders in the context of carrying out development communications for better social change. This has been proven, with his leadership, the regent of Madiun ordered all silat schools (14 colleges) in the district of Madiun to have this logo attached, and SMEs under the trade service were urged to make koas bearing the logo of this fighter village. The logo is not only a unifying symbol but also an economic factor / it can be said as a city branding for Madiun Regency, in other words, it is hoped that this logo can make it easier for people to remember that Madiun Regency is a fighter village.

#### **4.4. Bureaucratic Structure in Policy Implementation**

In terms of the bureaucratic structure, implementation, and implementation of Kampung Pesilat, the Regent of Madiun is the performance evaluator of the implementers. Implementing the policy involves all SKPD/Services in the Madiun Regency Government, because all offices in the Madiun Regency Government will be involved in the implementation of this Pesilat village policy. Because with the existence of a fighter village, it is hoped that it will not only improve security but with the involvement of all silat colleges, it is also expected to improve the social and economic conditions of the community. For example, with the existence of this fighter village, the investment value in the Madiun district has increased, considering that previously there were many conflicts between martial arts colleges, with the existence of this fighter village, inevitably all universities must unite, this certainly creates a sense of security and comfort in the people of the Madiun Regency area so that it is also convincing. investors who will invest in Madiun Regency. Not only that, cultural arts and tourism have also increased, this is every event that is held is always opened by the arts of Pencak silat which includes a combination of all silat

colleges, automatically so the wheel of economic turnover increases, because it involves all members of the silat college who come from the community. Madison Regency.

#### **4.5. Evaluation of Policy Implementation**

The efforts made by the Madiun Regency Government to realize Madiun Regency as a Pesilat Village can be said to be very important. Seeing several conflicts before the founding of this fighter village and finally standing, it is necessary to get a thumbs up. From year to year, the conflict transformation has progressed for the better when the 2019 Suro celebration was declared zero accident by the police, quoted by AKBP Ruruh Wicaksono's statement "The results of our monitoring until this afternoon, Suran Agung activities are conducive and zero accidents. The group of fighters to Madiun was escorted by the police" [18]. The same thing was also stated by the two regional heads in Madiun, namely the Mayor (Maidi) and the Regent (Ahmad Dawami) who stated that the 2019 Suro month celebration was safe and conducive even in the following years it will be packaged in the form of cultural events on a national to international scale [19].

Not only that, with the policy of the existence of this fighter village, the people of Madiun district feel safe and comfortable, all members of the Pencak silat college agree to uphold the high value of togetherness because Madiun Regency has declared it as the Indonesian Pesilat Village. Leave the sectoral ego, but deliberation must be increased. The Regent has also built a building called the Kampung Pesilat building which is located near the Madiun Regency Government Center. This building is used by all silat colleges (14 colleges) because inside the building there are spaces used by each silat college as a silat college secretariat room so that the silat college secretariat becomes centered in the building. In addition, the building is also used for joint training and also for Pencak silat events to take the seeds of superior fighters in the Madiun Regency.

### **5. CONCLUSION**

In realizing Madiun Regency as an Indonesian Pesilat Village, the Regent of Madiun applies the concept of collaborative leadership, because in implementing policies in his leadership he is supported by leaders such as the OPD leadership of the Madiun Regency Government and the leaders of the Pencak silat colleges and vertical agencies (Forkopimda Madiun Regency). With the existence of the Pesilat Village, of course, it will get appreciation from external stakeholders (stakeholders of silat colleges and vertical agencies) in order to carry out development for better social change. With the efforts built from year to year by all stakeholders in the Madiun area, it yielded more positive results when the tradition of celebrating the month of Suro was declared zero accident in 2019 by the Police.

The Regent of Madiun In formulating his leadership policy, it is appropriate to look at the cultural conditions of the Madiun Regency area. There are 14 silat colleges in Madiun district, so with the establishment of this fighter village, automatically all silat colleges must unite to create a sense of security. Security is indeed the main thing in his leadership. Safe here has a broad meaning, safe area, safe community, safe economy and so on. In accordance with the vision and mission of making Madiun Regency which is Safe, Independent, Prosperous and with character, with the establishment of this Pesilat Village, it can participate in development in Madiun Regency.

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