



# The Leadership Style of Dedy Yon Supriyono as a Mayor of Tegal in Handling COVID-19 Pandemic

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**Abstract.** The study of local leadership in COVID-19 pandemic crisis has not been widely discussed. For this reason, it becomes interesting to discuss the regional leadership style in the problem of the COVID-19 pandemic. This study aims to provide an overview of Dedy Yon Supriyono's leadership style as Mayor of Tegal in handling the COVID-19 pandemic in Tegal City. The research uses a qualitative method, with a descriptive analysis approach; the data analysis technique was carried out by interviewing some related information. The results showed that the leadership style of Dedy Yon uses preparedness and communication were carried out properly by the Department of Health through socialization and education to the community as well as communication that did not overlap. Then, monitoring and detection are carried out well, starting from the dissemination of security and safety information. The response and detention was carried out swiftly, PSBB was implemented to prevent the spread of the plague. Starting from the closing all tourist attractions, entertainments, workplaces, schools, places of worship. (1) Ability to make decisions, the Major of Tegal is brave in taking appropriate actions in handling COVID-19 and making decisions on all risks, implementing local lockdowns, area isolation, and PSBB. (2) Ability to motivate, Dedy Yon has tried to become a leader who is able to motivate his staff. The various motivations that Dedy Yon gave to his staff certainly had a positive impact. (3) Communication, in conveying messages of ideas or thoughts is done well even though he continues to improve communication patterns carried out in handling pandemics. (4) Ability to control subordinates, staff conditioning in the crisis situation of the COVID-19 pandemic, Dedy Yon is able to accommodate common interests and put aside egos of personal interests. (5) responsibility, Dedy Yon always puts forward and protects the people of Tegal City and is reluctant for many of its citizens to become victims of COVID-19, so try and be responsible as much as possible to be responsible for everything related to handling the COVID-19 pandemic in Tegal City. (6) Controlling emotional emotions, Dedy Yon is able to control his emotions. He does not easily get emotional; always cross-check if there is a misunderstanding. Dedy Yon Supriyono is a leader who has a democratic leadership style, due to his ability to carry out his duties properly in handling the COVID-19 pandemic. Putting him in cooperation is the main thing that must be done optimally in achieving goals, and upholding welfare as the main goal, and always responsive in giving constructive criticism or appreciating staff who have worked.

**Keywords:** Leadership Style · Democratic · Regional Head · Handling the COVID-19 Pandemic

## 1 Introduction

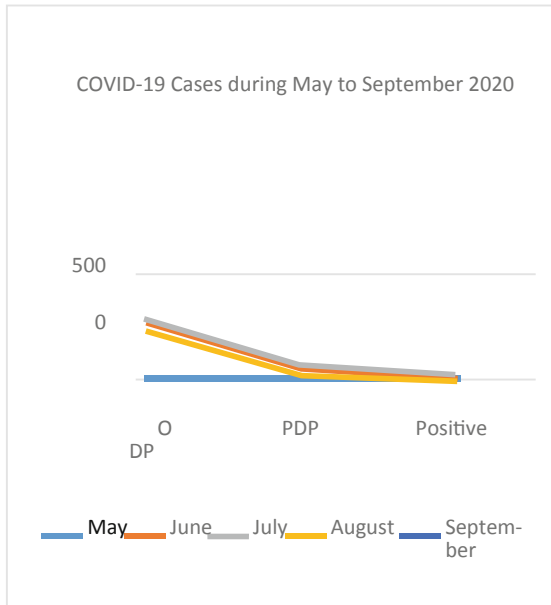
### 1.1 A Subsection Sample

In this study, researchers will discuss how the Mayor of Tegal's leadership style is in dealing with the COVID-19 pandemic. The current chaotic situation, of course, requires a leader who has the ability in crisis leadership. A leader's success can also be measured based on productivity and effectiveness in carrying out the tasks and authority given to him. Although it is universal, there are duties, functions and interactions for leaders who manage an area (Aminuddin, 2017). The actions of a leader can be seen from their mindset which then produces strategies, innovations, and the ability to overcome problems that arise in their leadership area (Komsyiah, 2016). Leadership style can also be shown by the leader's behavior when communicating; The Provincial Government intervenes at the District/City Government's initiative in responding to COVID-19. Table 1 of responses to the Regional Government during March 2020 based on published media.

Some of the regions mentioned above are regions with policy responses that have serious implications for both the public and other local governments. The Mayor of Tegal, Dedy Yon Supriyono, announced that he had decided on a local lockdown policy on Wednesday, March 25, 2020 because the status of Tegal City had shifted from a standby emergency to a red zone for the COVID-19 virus (Press, 2020). The city of Tegal became a public topic of conversation during the COVID-19 pandemic. The Tegal

**Table 1.** Regional Government Responses during March 2020

No.	Region Name	Policy Form	Publication Date
1.	Papua Province	Access closure (land, sea, air)	March 24, 2020
2.	Maluku Province	Access closure (air, sea)	March 27, 2020
3.	East Kalimantan Province	Closure of public institutions	March 16, 2020
4.	DKI Jakarta Province	Closure of public institutions, restrictions on public transportation	March 14, 2020
5.	West Sulawesi Province	Closure of access (sea, air)	March 28, 2020
6.	Tasikmalaya City	Closure of access (land)	March 28, 2020
7.	Tegal City	Closure of access (land)	March 25, 2020
8.	Bengkulu City	Closure of access (land)	March 29, 2020
9.	Rote Ndao County	Prohibition of residents outside NTT (land, sea)	March 26, 2020
10.	Puncak Jaya Regency	Closure of public institutions, access to entry	23 March 2020



**Fig. 1.** Graph Figure

City Government under the leadership of Dedy Yon Supriyono has become the center of attention recently. It is started from the policy of regional isolation until the implementation of Large-Scale Social Restrictions (PSBB) in Tegal City. Although, the criticism for and against the policy being enforced. The implementation of Large-Scale Social Restrictions (PSBB) finally ends on May 23, 2020 (Astari, 2020). Furthermore, below is data on confirmed cases of COVID-19 in Tegal City from May to September 2020 (Fig. 1).

Researchers present data based on ODP, PDP and Positive categories. It can be concluded that the PDP and ODP in May were not so significant. Meanwhile, the three cases in September began to increase. In a crisis situation like this time it also easily triggers tensions and conflicts, both between government actors and at the community level. Therefore, leaders as those who take policies are required to be able to make policies that can reduce potential conflicts due to crisis situations (Sabatier & Jenkins, 1999; Purwanto, et al., 2015; Weible & Heikkila, 2017).

The increase in COVID-19 cases in Tegal City has no effect on the new normal policy. In welcoming the new normal, local governments are required to be creative in providing public services. The Tegal City Government through the Population and Civil Registry Office uses the Jakwir Cetem application. This application makes it easy for residents who take care of documents, do not need to queue and avoid crowds or physical activity (Imam Suropto, 2020). In addition, allowing celebration activities with established health protocols, the sustainability of the facial arrangement of Tegal City such as revitalizing the development of the square area and relocating traders, economic recovery such as

opening tourism destinations, and procuring justice operations in the context of curbing residents who do not wear masks that are worn by amount of Rp. 100,000 (Radar Tegal, 2020).

At the research location, researchers chose Tegal City because there are several interesting things in the stages of handling the COVID-19 pandemic in Tegal City. As the researchers have explained in the background above, starting from the implementation of the first local lockdown in Java Island which was later renamed to regional isolation, then the implementation of PSBB (Large-Scale Social Restrictions), then entering the phase of zero positive patients confirmed cases, and entering the phase. The new normal era, reopened the daily activities by still obeying and implementing health protocols. After the implementation of the new normal, there are additional confirmed cases of COVID-19. In this case it becomes interesting to research and review, of the several phases that the researchers have described above, from zero confirmed cases of COVID-19 to a surge in patients raises questions. Will the handling of the COVID-19 pandemic in Tegal City, after the implementation of the new normal, make you careless and lax? Then, what is the mayor's leadership style in addressing these matters because in fact the regional head must be able to articulate his leadership well, especially in the current state of the COVID-19 pandemic crisis. Based on the things that the researchers described above, the researchers are interested in conducting research related to "Tegal Mayor's Leadership Style, Dedy Yon Supriyono, in handling the COVID-19 Pandemic". What is the mayor's leadership style in responding to these matters because in fact the regional head must be able to articulate his leadership well, especially in the current state of the COVID-19 pandemic crisis. Based on the things that the researchers described above, the researchers are interested in conducting research related to "Tegal Mayor's Leadership Style, Dedy Yon Supriyono, in handling the COVID-19 Pandemic". What is the mayor's leadership style in responding to these matters because in fact the regional head must be able to articulate his leadership well, especially in the current state of the COVID-19 pandemic crisis. Based on the things that the researchers described above, the researchers are interested in conducting research related to "The Leadership Style of Dedy Yon Supriyono as Tegal's Mayor to Handling COVID-19 Pandemic".

## **2 Research Methods**

This study uses a qualitative method which aims to understand a phenomenon in a natural social context by promoting a process of in-depth communication interaction between the researcher and the phenomenon to be studied (Herdiansyah, 2010). Through a descriptive analysis approach, in this study, researchers took data based on written documents and interviews related to the leadership of the Mayor of Tegal and understanding the conversations of informants, observing and comparing the results of interviews from several informants to answer a series of questions raised by researchers. Exploration of data using the interview method with the object of research.

### 3 Result and Discussion

#### 3.1 Handling the COVID-19 Pandemic

Handling the COVID-19 pandemic is an action in dealing with and overcoming problems of national defence related to infectious diseases as a social and health issue that requires special attention and action in handling it. As for making the assessment easier, the following are indicators of handling a pandemic, which are as follows:

##### **Preparedness and Communication.**

This activity must be carried out before a pandemic to ensure readiness, and communication of roles and responsibilities to all levels of government, segments of society and individuals. Then there are the factors that the researchers will describe below:

##### 1. Providing information before the COVID-19 pandemic

Providing information before the outbreak of the COVID-19 pandemic in Tegal City, of course there should be something related to information related to the disease. This has been done by the Tegal City Health Office through socialization and education to the community as well as communication that does not overlap (Fig. 2).

The provision of this information is very important so that the public will also know about the transmission of this disease. Starting from the patient's symptoms, how to transmit to what kind of prevention. Socialization and education need to be intensified at the beginning because it serves as an early warning, as well as a responsibility to all levels of government, segments of society and individuals.



**Fig. 2.** Providing Information Before the COVID-19 Pandemic

## 2. Building public communication in dealing with the COVID-19 pandemic

Public communication is also the most important part in efforts to accelerate the handling of the COVID-19 pandemic disaster. Public trust needs to be built and maintained so that there is no panic in the community and so that the handling can run smoothly.

## 3. Make contact with stakeholders

Even though there are some differences, in the end both the executive and legislative branches continue to improve their synergy, so that it can run well, especially in the current COVID-19 pandemic situation. The Mayor of Tegal said that in dealing with the COVID-19 pandemic, he made joint contact with stakeholders. The diversity of stakeholders who are actively involved in the midst of the COVID-19 outbreak indicates that the government has the power to involve stakeholders from the government sector itself to the private sector. Establishing good relationships with stakeholders is not easy, therefore communication is very important to pay attention to so that communication can be established effectively and does not overlap.

## 4. Determine response recommendations and role division

Readiness and preparedness in dealing with this disaster is a serious problem. Coordination between responsible institutions is a fundamental point that can minimize the risk of being worse from the spread of this virus. Various initiatives have also emerged from local governments and local initiatives, such as in the City of Tegal to restrict or isolate areas to reduce the flow of migrants from outside Tegal City.

## 5. Classifying the handling actors

In grouping the handling actors in handling the pandemic in Tegal City, they complement each other, and always work together. In classifying the handling actors, there must also be clear directions and objectives, so that there is no overlap between the handling actors.

### **Monitoring and Detection.**

Monitoring and detection are defined as being carried out properly, starting from the dissemination of security and safety information. As a local and international system that provides continuous “situational awareness”, to ensure the earliest possible warning to protect the population. Then there are the factors that the researchers will describe as follows:

#### 1. Sharing periodic information related to security and safety

Periodic information dissemination related to the handling of the COVID-19 pandemic was carried out massively and updating data related to graphic info was always the



**Fig. 3.** Coordination with Related Institutions and State Security Apparatus

latest. In addition, a forum was also opened to conduct questions and answers regarding information on additional patients, patients who recovered, and died. Residents can also monitor them if they are at the Tegal City Hall. Information disclosure is very important, because information media is also a field of reference and education for the people of Tegal City.

2. Coordination with related institutions and state security apparatus Coordination with the Army and Police Forces continued well, especially raids on masks in public places.

Tegal City have Justification operation. In this operation we impose social punishments from breaking the Pancasila, singing the Indonesia Raya song, then as an act of cleaning up the surrounding environment if he does not want to pay a fine of Rp. 100,000.00 (Fig. 3).

### **Response and Containment.**

Response and containment are defined as measures to limit the spread of an outbreak and to reduce the health, social and economic impacts of a pandemic. Then there are the factors that the researchers will describe as follows:

1. Large-Scale Social Restrictions (PSBB)

PSBB certainly supports the response and containment in an action to limit the spread of the plague and to reduce the impact of the COVID-19 pandemic in Tegal City. However, there are several segments of society that are affected by this overly strict policy. A policy should have its pros and cons. The obstacle from the PSBB that Mr. Dedy explained was that because the PSBB was not implemented simultaneously in various regions, this resulted in an increase in COVID-19 cases in Tegal City. Which Tegal City is a magnet



**Fig. 4.** Involvements of Non-Government Actors

for the surrounding areas. The determination of Mr. Dedy as the Mayor in handling the COVID-19 made him could to break the chain of the spread of this corona virus. It was started from local lockdown, certain isolation area, and then PSBB.

## 2. Health service capacity

During a pandemic, an important long-term strategy in dealing with a pandemic is to increase the capacity of health services. Capacity building for health services in Tegal City will be improved as soon as there will be a PCR laboratory. Then apart from that, the health system is faced with maintaining a balance between meeting the needs for handling a pandemic and fulfilling essential health services. This balance must be maintained so that there is no increase in cases of other diseases after the COVID-19 pandemic is over. The capacity of essential health services remains a top priority during the COVID-19 pandemic in Tegal City by still paying attention to health protocols.

## 3. The involvement of non-government actors

Many non-government actors are involved in handling this pandemic in Tegal City. The people of Tegal City are also actively participating, there are companies, banks, academics, education and also from professional organizations, youth organizations, NGOs, ORMAS, all of which have representatives to become independent COVID volunteers (Fig. 4).

There are 2004 Independent Volunteers in total that handled COVID-19 in the City of Tegal. These COVID-19 volunteers are not funded by non-APBD funds; the financial closure is carried out independently. Regarding the existence of the Tegal City COVID-19 Handling Task Force, under the direction of the Governor of Central Java and BPBD.



#### 4. Leadership Style of Tegal Mayor Dedy Yon Supriyono

Leadership style is an attitude from a leader to his subordinates. According to Kartono (2008), there are 6 indicators of leadership style. These indicators are as follows:

- Decision Making Ability

This decision making is defined as a systematic approach to the nature of the alternatives faced and taking the most appropriate action. As follows: (1) the involvement of leaders with subordinates in decision making and problem solving in dealing with the COVID-19 pandemic. Dedy Yon has made efforts to engage leaders with his staff in solving problems in handling the COVID-19 pandemic in Tegal City. The effort he gave was the courage to take the decision to implement a local lockdown in Tegal City by using a concrete MBC weighing 2 tons. As a regional head, this decision is very appropriate because he is ready to be hated by the many people who become victims; (2) Dare to take risks in decisions that have been made in handling the COVID-19 pandemic. There will always be risks that can have a good impact on the leader who initiates a change, both the leader and the entire community of Tegal City. The Mayor of Tegal is an example of a leader who can bring change, because he is able to get out of his comfort zone and always moves to take and handle new challenges, especially in handling the COVID-19 pandemic which is fast and must not be too late.

- Motivating Ability

A driving force that results in a member of the organization willing and willing to mobilize his ability (in the form of expertise or skills) energy and time to carry out various activities that are his responsibility and fulfill his obligations, in order to achieve the goals and objectives of the organization that have been previously determined Then there are the factors that the researchers will describe as follows: (1) Provide motivation to subordinates so that they are effective and efficient in efforts to deal with COVID-19. Dedy Yon has tried to become a leader who is able to motivate his staff. The various motivations given to the staff are for example if we consider the community, patients, and health workers like our families. He believes that all bureaucratic employees, although not in their fields such as health, must have a sense of belonging and helping each other. This certainly has a positive impact; (2) providing constructive criticism to staff in the process of handling COVID-19. Dedy Yon always gives constructive criticism to his staff in the process of handling the COVID-19 pandemic, he tries his best to remind his staff to always be professional and give their best at work. He also said not to be a superman and a superhero, but a superteam. In handling this, if the cooperation is not carried out in a coherent and structured manner, everything will fall apart.



**Fig. 5.** ORMAS and NGO's in Tegal City Participating in Handling the COVID-19 Pandemic

- Communication Skills

A skill in conveying messages, ideas, or thoughts to other people with the aim that the other person understands what is meant well, directly orally or indirectly. Then there are the factors that the researchers will describe as follows:

1. Build Communication

Dedy Yon always pays attention to and improves two-way communication patterns and establishes communication with various levels of society.

2. Making contact with stakeholders massively in dealing with the COVID-19 pandemic

In dealing with the COVID-19 pandemic, always make contact with stakeholders massively. He involves and maintains good relationships in several organizations in the City of Tegal (Fig. 5).

The Mayor of Tegal always communicates with various stakeholders such as FORKOPIMDA, members of the legislature, TNI, POLRI, partnerships, NGOs and NGOs. The communication was carried out massively, as well as Pak Dedy's skill in conveying messages, ideas, and thoughts and could be understood. Communication with various stakeholders in the midst of the COVID-19 outbreak involves almost all lines of government, the private sector and some others. The government and other stakeholders must work together and work hand in hand in dealing with this pandemic. What

Pak Dedy did was in accordance with one of the indicators of communication skills in leadership style.

- Ability to Control Subordinates

In fact, a regional head must have a desire to make other people follow his wishes by using the power of his position effectively and appropriately for the long-term interests of a government organization. Then there are the factors that the researchers will describe as follows:

1. Conditioning of subordinates in an effort to deal with the COVID-19 pandemic

To become a leader, he must be able to condition his staff during the COVID-19 pandemic. Mr. Dedy as the Mayor of Tegal, so far he has been able to accommodate common interests and put aside egos of personal interests.

2. Can control subordinates in developing their creativity and innovation in dealing with the COVID-19 pandemic

Pak Dedy is able to control his staff in developing their creativity and innovation in dealing with the COVID-19 pandemic, by accommodating these things properly and being considered carefully. In carrying out its role as regional head, leaders also need to accommodate any questions and problems they face.

- Responsible

Responsibility can be defined as an obligation that is obliged to bear, bear everything or give responsibility and bear the consequences. The ability to be responsible to a leader is a very important key in his leadership period. Dedy Yon has fulfilled his responsibility as regional head in handling the COVID-19 pandemic. He always promotes and protects the people of Tegal City. Pak Dedy also doesn't want many of his citizens to become victims of COVID-19, for that he tries and as much as possible takes responsibility for everything related to handling the COVID-19 pandemic in Tegal City.

- Emotional Control Ability

The last indicator in leadership style is the ability to control emotions. Leaders who are able to recognize emotions which influence their behavior are those who are able to control impulses and cope with change. Dedy Yon is able to control his emotions. He does not easily get emotional, always cross check if there is a misunderstanding. When talking about leaders, of course, it is always related to things such as communication skills, attitudes, skills, and the influence of what he leads. In the leadership of a leader, one of them is having leadership abilities, one of which is emotional intelligence or emotional intelligence.

### **Democratic Leadership Style.**

Leaders in this type are leaders who are able to move their subordinates effectively and efficiently, and are able to provide good direction. Tegal Mayor Dedy Yon Supriyono implemented his leadership with a democratic leadership style where he applied this to take action in handling the COVID-19 pandemic case in Tegal City. The researcher concluded that Mr. Dedy Yon Supriyono is a leader who has a democratic leadership style, because he is considered capable of carrying out his duties properly in handling the COVID-19 pandemic based on what researchers have explained in interviews with related and concerned parties. Because it can be seen in the indicators of how he places a collaboration as the main thing that must be done maximally in achieving goals, and uphold welfare as the main goal, and are always responsive in providing constructive criticism or appreciation to staff who have worked and assisted in handling the COVID-19 pandemic in Tegal City. He also always makes evaluation materials for suggestions and criticism from any party to continue to maximize the process of handling the COVID-19 pandemic. The division of tasks is also carried out fairly and evenly so that there is no overlap. He said he was ready to be hated by the many people who became victims of COVID-19. According to experts, this democratic leadership style is the most ideal type of style. In the leadership of the Mayor of Tegal, he was able to move his subordinates efficiently, and was able to provide clear and efficient directions. And always responsive in providing constructive criticism or appreciation to staff who have worked and assisted in handling the COVID-19 pandemic in Tegal City. He also always makes evaluation materials for suggestions and criticism from any party to continue to maximize the process of handling the COVID-19 pandemic. The division of tasks is also carried out fairly and evenly so that there is no overlap. He said he was ready to be hated by the many people who became victims of COVID-19. According to experts, this democratic leadership style is the most ideal type of style. In the leadership of the Mayor of Tegal, he was able to move his subordinates efficiently, and was able to provide clear and efficient directions. Then, he is responsive in providing constructive criticism or appreciation to staff that have worked and assisted in handling the COVID-19 pandemic in Tegal City. He also always makes evaluation materials for suggestions and criticism from any party to continue to maximize the process of handling the COVID-19 pandemic. The division of tasks is also carried out fairly and evenly so that there is no overlap. He said he was ready to be hated by the many people who became victims of COVID-19. According to experts, this democratic leadership style is the most ideal type of style. In the leadership of the Mayor of Tegal, he was able to move his subordinates efficiently, and was able to provide clear and efficient directions.

## **4 Conclusion**

The city of Tegal has experienced 3 phases in handling the COVID-19 pandemic, these phases namely local lockdown, area isolation, and PSBB which then changed the local lockdown to regional isolation. In handling the COVID-19 pandemic, the role of regional heads is very important in going through this phase. In handling the COVID-19 pandemic there is preparedness and communication carried out well by the Health Office with socialization and education to the public in early 2020 (before it broke out in Indonesia).

Starting from what the symptoms are, how are they transmitted to how to prevent them. The communication with stakeholders is done well, does not overlap. Overall work hand in hand. Partnerships are also always embraced, both private/government.

Monitoring and detection is carried out starting from the dissemination of security and safety information. Starting from periodic information, updating graphic info, can be monitored by residents at City Hall and can be asked and answered. Response and containment measures to limit the spread of an outbreak and to reduce the health, social and economic impacts of a pandemic. Enforcement of PSBB (closure of tourist attractions, entertainment, workplaces, schools, worship). The technique is assisted by the blackout of the PJU lights and concrete on several roads. Then it becomes important that the capacity of health services is adequate, although constrained by the number of hospitals only 3 and 4 Puskesmas, while many patients referred to Tegal City and not only Tegal residents. In addition, human resources (health workers) are limited, and there is no PCR Laboratory in Tegal so you have to wait 3–4 days to wait for the SWAB results to come out. Furthermore, there was the involvement of non-government actors; there were 2004 independent COVID-19 volunteers who helped the task force team. Starting from the community, companies, banking, youth organizations and so on. These independent COVID-19 volunteers are not financed by non-APBD but self-financing.

The ability to make decisions illustrates that the Mayor of Tegal is brave in making decisions in taking appropriate actions in handling COVID-19, such as starting from implementing local lockdowns, isolating areas, and PSBB. As well as being able to bear and take all risks on predetermined decisions, risk is required to make a change. Dedy Yon is an example of a leader who can bring change, because he is able to get out of his comfort zone and always moves to take and handle new challenges in handling the COVID-19 pandemic which is fast and must not be too late.

The ability to motivate explains Dedy Yon has tried to be a leader who is able to provide motivation to his staff. The various motivations that Dedy Yon gave his staff certainly had a positive impact. The communication skills in conveying messages or ideas or thoughts are done quite well even though he continues to improve the communication patterns carried out in handling the COVID-19 pandemic.

The ability to control subordinates explains that in staff conditioning in the crisis situation of the COVID-19 pandemic, Dedy Yon as the regional head is able to accommodate common interests and put aside ego personal interests. He also accommodates these matters well and is considered carefully. The ability to be responsible to a leader is a very important key in his leadership. Dedy Yon always prioritizes welfare and protects the people of Tegal City. He also doesn't want many of his citizens to become victims of COVID-19, for that he tries and as much as possible takes responsibility for everything related to handling the COVID-19 pandemic in Tegal City.

Dedy Yon is able to control his emotions. He does not easily get emotional, always cross check if there is a misunderstanding. In the leadership of a leader, one of them is having leadership abilities, one of which is emotional intelligence or emotional intelligence. In practice, Dedy Yon Supriyono is a leader who has a democratic leadership style, because he is considered capable of carrying out his duties properly in handling the COVID-19 pandemic based on what researchers have explained in interviews with related and concerned parties. Because it can be seen in the indicators of how he places

a collaboration as the main thing that must be done maximally in achieving goals, and upholds welfare as the main goal, and is always responsive in giving constructive criticism or appreciation to his staff who have worked and helped in handling the pandemic COVID-19 in Tegal City.

## 5 Suggestion

The suggestions that researchers can provide as input and consideration for Dedy Yon Supriyono's leadership are as follows:

1. Regarding the democratic leadership style adopted by Tegal Mayor Dedy Yon Supriyono in handling the COVID-19 pandemic, according to researchers, it is quite good in its implementation. However, there needs to be participation and awareness from the community itself in situations like this, considering that handling COVID-19 is not easy.
2. In dealing with the COVID-19 pandemic, of course, adequate health personnel or human resources are needed. The hope is that there will be additional health personnel and adequate health service facilities to help deal with the COVID-19 pandemic.
3. There is increased coordination with various stakeholders in handling the COVID-19 pandemic.
4. Suggestions for further research are expected to add public survey methods or public responses about the leadership style of the Mayor of Tegal. It is hoped that he can use computerized social media research techniques to see trends in how Dedy Yon has become a democratic leader. It is hoped that further research can complement the shortcomings of this research, especially in leadership studies.

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