

# The Leadership of Head of the Medan City Police Department in Strengthening Community Systems

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**Abstract**—Leadership is the art of influencing human behavior toward organizational goals. Leadership is an art, but, like all art, it has its underpinnings in science. Especially, in Police Institution must require leadership art to strengthening the community's security system. This study aims to investigate the leadership model in Medan City Police Department. It used a descriptive quantitative method and a survey of 100 community selected by sampling area technique. The data were analyzed with descriptive statistic using the SPSS version 21 software to describe the leadership model in Police Institution based on community opinion. Findings show that the leadership art of Head of Medan City Police Department is good and use strengthening system such as developing communication harmony, many ideas, and good performance because able to reduce, prevent and eradicate criminal.

**Keywords**—leadership; community; system

## I. INTRODUCTION

Since the beginning of the 2000s, the National Police as a state institution has carried out the reform process as a form of the Police's desire to become a government structure institution that can fulfill the community's guidance. Even though the Bureaucracy Reformation has been arranged in such a way as in the corridor of the 2005 National Police Strategy. The corridor is divided into three stages, namely 2005-2009 Building Trust, 2010-2015 Partnership Building, and 2016-2025 Strive for excellence. In the past ten years, various recent assessments were obtained by police from various communities. So far, structural and instrumental changes have been relatively good, but cultural change is still a problem that has not yet been solved. Likewise, changes in POLRI's institutions and culture have not touched the roots of cultural "conservatism" which are difficult to change (Karnavian, 2017).

Protection of citizens in realizing a sense of security is a part of enforcing human rights in real terms. Based on this explanation, the police are happy that the tools of state power have an obligation and are responsible for providing services and legal protection for all citizens. For this reason, when protection is going well in the community, people's lives can automatically run well. Community security is one indicator of the success of development for a region. The security factor has a strong influence on strengthening various institutional systems in carrying out the development process.

Various ways can be done in this socialization, which is carried out with the spread of information that is evenly distributed, active role and community participation, empowering important sectors such as natural resources and human resources that exist in each community's environment. The dissemination of information about social security is carried out evenly throughout the community that has cultural diversity, understanding, level of education, and so on so that security community can be effectively and efficiently implemented. It is also intended to be able to reduce the level of criminal acts in the jurisdiction of the city and district and accompanied by the support and participation of citizens. The implementation of the security community inseparable from the role of the Police Medan Department.

Leadership is the activity of influencing people to be invited towards achieving organizational goals, the ability to influence groups, the process of influencing others both inside and outside the organization in certain situations and conditions. The process influences the actions of followers and chooses group / organizational goals. Furthermore according to (Gitley and Maycunich in Artina, et al. 2014), in the behavior of managers and executives who show direction and encourage others to take action directed in order to find solutions to a common problem. In addition, leadership is the ability to integrate a group of individuals into productive teams or units. According to Hersey and Blanchard in Artina, et al. 2014,) using Ohio state studies further develops the four leadership styles, namely: (1) Telling; (2) Selling; (3) Participating; (4) Delegating.

Community security is a dynamic condition of society as one of the prerequisites for the implementation of the national development process. Threats and disruptions to the security and order of society today have very complex dimensions, according to technological developments that are progressing rapidly. Threats and disruptions are challenges that must be faced and resisted to realize security stability which is the basic capital for the achievement of development goals. In an effort to deal with and counteract the threats and disturbances of security.

This role is the task of working as law enforcement officers in carrying out security and order that exists in the community, especially and the urban environment in general. All of that is inseparable from the participation of the people involved in the security community activities so that people feel part of the security in their environment from security disturbances in the form of crimes that will arise. Good participation arises with the form of cooperative attitudes of the community in their involvement from security community activities that are socialized effectively, such as actively holding, controlling community diseases (concentrated), promoting religious activities, maintaining environmental health and community psychology such as tolerance towards neighbors, actively organizing social activities supported by companies in their environment (Karnavian, 2017).

## II. METHOD

### A. Sample

This study conducted a survey with 100 respondent at Medan City. To ensure each respondent represented, the respondents were randomly selected from all district using area sampling technique. The participation was voluntary and only the community who wants to be interviewed. The survey used the questionnaire measuring the respondents' form of communication harmonization between community and Head of Medan Police Resort, the level of criminal and the character of leadership.

### B. Measurement

For communication harmonization, the respondents were asked to their Alignment to the community appreciate people's opinions or input public trust in POLRI support for the performance of the national police. The questions were intended to provide the personal performance Head of Medan Police Resort.

The level of criminal was measured the number of crimes that occurred 1 year with use four alternative answers (Likert scale) such as increase, permanent, reduce, don't know . The items were measured with a 4-point Likert scale (1 = don't know, 2 = increased, 3= permanent , 4 = reduced ) by (Riduan, 2010). All items were validated using Product Moment Pearson Correlation.

The character of leadership indicators such as personal abilities and ideas. Respondents only answer that have been provided without any difference in the score of each answer. The answer consist of 12 choice and respondent can choose more than one answer. Higher scores indicated that the respondents know leadership Head of Medan Police Resort.

### C. Analysis

All statistical analyses in this study were conducted using the Statistical Product and Service Solution (SPSS) 21 software. After the descriptive analyses of respondents' form of communication harmonization between community and Head of Medan Police Resort, the level of criminal and the character of leadership. Next, scoring answer with a statistical formulation that is a percentage (Sugiyono, 2011).

$$\frac{x}{n} \times 100 = p$$

where:

**x** = given quantity  
**n** = total amount  
**p** = percentage of the quantity compared to the total

### III. FINDING AND DISCUSSION

#### A. Communication Harmonization between Community and Head of Medan Police Resort

TABLE I. RESPONDENTS' ANSWER FORM OF COMMUNICATION

No	Answer	Frequency	Percentage
1	Alignment to the community	33	33%
2	Appreciate people's opinions or input	35	35%
3	Public trust in POLRI	18	18%
4	Support for the performance of the National Police	7	7%
5	Others	7	7%
	<b>Total</b>	<b>100</b>	<b>100%</b>

Table I explains that the community does not fully support the performance of the POLRI in carrying out its duties. While in favor of the community, the presentation reached 33%. The highest answer respects opinions and enters the community, 35%. The question is now, why does the Indonesian National Police care about the community, while the community is even less supportive of the performance of the National Police, the public lacks confidence in the National Police. POLRI. The level of concern for the community has been very good, this condition is seen at the beginning of the reform era in the POLRI. Concern for the community is very much related to the police's efforts to realize safe conditions in the social system of people's lives. Creating a security situation is essential because maintaining security has become a fixed price for the police, in any situation the Indonesian National Police is one of the spearheads in realizing security in the community. Trust is an important aspect of duty the level of criminal and the character of leadership

#### B. The Level of Criminal

TABLE II. RESPONDENTS' ANSWER THE LEVEL OF CRIMINAL

No	Answer	Frequency	Percentage
1.	Increase	14	14%
2.	Permanent	31	31%
3.	Reduce	48	48%
4.	Others	7	7%
	<b>Total</b>	<b>100</b>	<b>100%</b>

The highest percentage of answers regarding the number of crimes that occurred in the last 1 year shows the percentage of 48% with the answer category decreasing. If many respondents answered that it was reduced, then we can analyze that the current crime problem is felt to be reduced compared to the previous year, and the indicators that make people give fewer answers, the possibility of the community feeling some things, such as:

- a) No longer find or hear criminal cases, such as robbery, murder, sexual harassment, etc.
- b) There is an increase in security that triggers a reduction in crime rates.
- c) There is a level of self-awareness among the community to maintain the security of the local environment.

And from the respondents' answers regarding the comparison of the crime rate for the last 1 year, there is the lowest percentage of 7% with the answer category do not know. It turned out that there were still people who gave answers not knowing, from these answers due to several factors that caused the community to give answers not knowing, such as:

- a) People who don't care.
- b) Lack of widespread information about the crimes that occur.

This is in line with the theory of social behavior proposed by Max Weber, which according to him there is a shift in pressure toward beliefs, motivation, and goals in the members of society, all of which give content and form of behavior to achieve a certain goal. In criminal cases is influenced by the behavior or behavior of someone who has a specific goal to be achieved, the personality can change according to the surrounding environment if you yourself can not be consistent with his own stand so as not to commit criminal acts. In that case, the public gets the knowledge that criminals have diminished in the past year if in such a way the value of one's personality level can be better than before, and from the level of education can also help to reduce crime, because if someone with a high education can prevent themselves from committing crimes.

### C. Character of Leadership

TABLE III. RESPONDENTS' ANSWER CHARACTER

No	Answer	Frequency	Percentage
1	Populist	5	19 %
2	Smart	3	11%
3	Religious	7	26%
4	Interesting/Handsome	6	22%
5	Experienced	11	41%
6	Assertive	6	22%
7	Creative/Innovative	5	19%
8	Polite	5	19%
9	Wise / Authority	7	26%
10	Achievement	2	7%
11	Honest / Integrated	5	19%
12	Etc.	0	0%

Based on the Table III, there are the highest and lowest percentage of answers. The highest percentage is 41% with experienced nature, and the lowest is 7% with achievement. From these answers, it can be concluded that his character is very experienced, religious, wise / authoritative, firm, attractive / handsome, honest / integrated, creative / innovative, polite, popular, smart, and achievers. This experience can be seen from the various forms of innovation offered by Kapolrestabes in the city of Medan, such as cutting the bureaucracy in a complicated manner, especially in relation to service to citizens in response to complaints. Likewise, the order of the internal city bureaucracy system impressed a lot of positive improvements that were felt by the police unit. From the answers of the community it can be concluded that the analysis of several factors is as follows:

- a) The character of Kapolrestabes is very experienced in its work.
- b) Firm, honest / wise / authoritative in carrying out their power so as to produce effective leaders.
- c) Achievement-oriented who set challenging goals and expect their subordinates to perform at the highest level.

In addition, the character of can be seen in Table IV.

TABLE IV. RESPONDENTS' LEVEL OF FACEBOOK ADDICTION

No	Answer	Frequency	Percentage
1	Always	34	34%
2	Often	17	17%
3	Rarely	9	9%
4	Never	40	40%
	<b>Total</b>	<b>100</b>	<b>100%</b>

From Table IV, we can know that the answer to the ideas given is the largest percentage. Never category of 40% and the smallest percentage is the rare category of 9% and the category always and often the percentage is 34% and 17%. This result is

of particular concern on how to create a police force that is reliable in building a healthy and strong police bureaucracy, especially ideas in responding to various dynamics of community change. Changes in society in the digital era are now inevitable.

#### IV. CONCLUSION

Based on the results the leadership art of Head of Medan City Police Department is good and use strengthening system such as developing communication harmony, many ideas, and good performance because able to reduce, prevent and eradicate criminal.

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