

# Democratic Leadership Style of The Village Head of Bontomarannu, South Galesong District, Takalar Regency

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## ARTICLE HISTORY

Received: July 05, 2025  
Revised: October 20, 2025  
Accepted: October 22, 2025

## DOI

<https://doi.org/10.52970/grdis.v5i4.1512>

## ABSTRACT

This study aims to determine which leadership style is owned by the village head according to the indicators of the leadership style to give an overview. The type of research used is qualitative. The data sources used are primary and secondary. The number of informants is 8. Data collection was carried out using observation techniques, interviews, and documentation. Data analysis techniques using data reduction steps, data presentation, data verification, and using triangulation data validation, namely, triangulation of sources, techniques, and time. The results of this study indicate that the leadership style of the village head Bontomarannu must have a village head must have a leadership style good in decision-making, motivating, communication, controlling subordinates, and taking responsibility. Head of Bontomarannu Village demonstrates a participative and inclusive attitude, has good skills in decision-making, motivating and communicating skills with the community and village apparatus, and can control their subordinates with various approaches. However, there is still a lack of responsibility in managing development projects and caring for community organizations such as Karang Taruna.

**Keywords:** Leadership Style, Democratic, Village Head.

## I. Introduction

Leadership style explains that a leader in the village has distinctive personality aspects or leadership style that can support efforts in realizing good relationships with community members. Leadership style is a behavioral norm used by someone when influencing others and becomes one of the determinants of organizational success. The importance of leadership is not something that needs to be Bontomarannu Village is one of 12 villages in the South Galesong District area today. Bontomarannu Village according to its potential has experienced developments in leadership style and its economy from year to year is getting better, this is driven by various sectors especially the agricultural, livestock, and trade sectors concerning the business climate, facilities, and infrastructure and commitment to its development which will later increase the economic status of the community which has an impact on improving the welfare of the population.

The Takalar Regency Government has implemented simultaneous village head elections in 2022, including Bontomarannu Village, which took part in implementing the simultaneous village head elections. Then the head of Bontomarannu Village for the previous period was re-elected as village head this year, or extended his term of office. Where each leader has a different leadership style, each leadership style has a positive or negative impact on employee performance. The aspect of leadership style is also an important

aspect in carrying out the responsibilities it carries. In today's era of globalization, of course, the needs of each leader will increase along with the times.

Based on information obtained from one of the staff, it was related to several important findings were related. One of them is that the leadership style of the Village Head has not brought about positive changes or influences on the development of village youth. In addition, several policies must be implemented by all devices, such as carrying out their respective main tasks and functions, not leaving the office during working hours, maintaining good relations with the community, serving the community directly or online, and doing work on time without delay. Employees must be in the office until working hours are over, except in very important circumstances, and there must be other staff to help replace them temporarily while they are in the public service position. In conclusion, the Bontomarannu Village Office needs to evaluate the leadership style of the Village Head and ensure that the policies that have been set are implemented properly so that services to the community are more optimal.

Based on observations and interviews conducted by the author in Bontomarannu Village, it appears that there are several phenomena that have occurred in the government there. One of them is the existence of policies that have not been implemented properly, such as policies related to working hours and the main tasks and functions of each apparatus. In addition, there are also problems related to public services in Bontomarannu Village. Although public services there have been carried out online, there are still several obstacles, such as services that are not optimal and have not been fully able to meet the needs of the community. In addition, there is also a lack of supervision of one of the village's infrastructure developments carried out by the village government. This causes development that is not in accordance with the needs of the community and is not effective in improving community welfare. Therefore, evaluation and improvement are needed in various aspects of government in Bontomarannu Village, such as improving the quality of leadership, management, and public services. In this case, better supervision and evaluation of village infrastructure development needs to be carried out to ensure that the development carried out is in accordance with the needs of the community and is effective in improving community welfare. By making improvements and improvements, it is hoped that the government in Bontomarannu Village can provide better public services and meet the needs of the community to the maximum. In this case, the role of a village head leader becomes the key person in building enthusiasm for his subordinates to work to achieve the goals of the vision and mission of the government in Bontomarannu Village. As described in the background above, the researcher is interested in discussing in more depth the Leadership Style of the Village Head in order to be able to describe the development of Bontomarannu Village during the term of office of the current Village Head.

According to Sultan Syahril, (2019) Leadership is an activity to influence the behavior of others so that they are willing to be directed to achieve certain goals. Leadership is defined as the ability to move or motivate several people to simultaneously carry out the same activities and are directed at achieving their goals. Leadership is also the process of moving a group or groups in the same direction without coercion. According to Harun Samsuddin, (2018) Leadership style is a comprehensive form of a leader's actions, both visible and invisible to their subordinates. A leader's leadership style shows directly or indirectly about a leader's belief in the abilities of his subordinates. This means that leadership style is the behavior and strategy of a leader as a result of a combination of philosophy, skills, traits, and attitudes that a leader often applies when he tries to influence the performance of his subordinates. According to (Sudaryono, 2017) Leadership style means a manifestation of a leader's behavior. This manifestation usually forms a ball or a certain shape. The overall form of a leader's actions as perceived or described by the subordinates is known as leadership style.

Leadership style, according to Thoha in Theis a behavioral norm used by a person when the person tries to influence the behavior of others. In this context, efforts to align perceptions among people whose behavior will be influenced become very important in their position. A leader's ability to direct his subordinates has a great influence on his employees. According to Veithzal Rivai in Misah that leadership style is a pattern of behavior and strategies that are preferred and often applied by a leader in order to achieve organizational goals. Robbins in Shella (2021), Democratic style leaders describe leaders who tend to involve

subordinates in decision making, delegate authority, encourage participation in deciding work methods and goals, and use feedback as an opportunity to train employees.

Democratic Leadership is a leader who gives broad authority to subordinates. Whenever there is a problem, always involve subordinates as a complete team, Kadrisman in Siregar (2022). The Village Head is the person who leads or is the highest leader in a Village area. In Law Number 6 of 2014 Article 1 Paragraph 3 Concerning Villages, the Village Government is the Village Head or referred to by another name, assisted by the Village apparatus as an element of the organizer of Village Government affairs, development, community development, and community empowerment. The Village Head is a leader who is elected democratically or traditionally by the residents, where he is a representative of the extension of the community to be able to organize, maintain, and motivate his citizens in the development process in the village. The leadership of the Village Head is very influential on the progress and decline, and development or not of a development in the village, which can be seen from the leadership style of the village head (Asshidiqie.in Alaslan, 2020).

Based on the Village Head Law in Article 31, the Government Regulation is directly elected by village residents from qualified candidates. The implementation of village government is carried out by the village government and the Village Consultative Body (BPD), which functions to determine village regulations together with the village head. The term of office of the village head is 6 years, calculated from the time the person concerned is inaugurated. A village head who has held the position of village head may only hold the position of village head again for one term of office. A village head may only serve for two terms of office. In carrying out his duties and authorities, the village head is assisted by village officials who are responsible to the village head. Village Government is the implementation of government affairs and the interests of the local community in the government system of the Unitary State of the Republic of Indonesia. Village Government is an element that must be present in the implementation of government in the village.(Setiawati & Farhani, 2019).

The main task of the village government is to carry out part of the authority of the sub-district and carry out other tasks based on applicable regulations. In its capacity as a government organization under the sub-district, the purpose of organizing village government is to carry out various village functions in accordance with the authority given by the sub-district effectively and efficiently, including the function of administrative services of the apparatus to the community.(Suaib & Misbah, 2018). The involvement of Village Government officials in involving the community plays an important role in achieving welfare goals. The village government must be able to mobilize and direct the potential owned by the community in order to achieve development that prospers the community. The role of Village Government leadership is highly demanded in carrying out their duties in their respective fields to be more professional, skilled, and highly dedicated in order to achieve development performance.(Setiawati & Farhani, 2019). Village Government Functions According to Article 55 of Law Number 6 of 2014 concerning Villages, it explains that the Village Consultative Body has the following functions: a. Discussing and agreeing on the Draft Village Regulation with the Village Head. b. Accommodating and channeling the aspirations of the Village community, and, c. Supervising the performance of the Village Head. Law No. 6 of 2014 concerning Village Government is a new beginning for the improvement of the previous Law related to the understanding of Village Government.(Amaliatulwalidain, 2022)

## II. Research Method

Time: This research was conducted from January 6, 2023, to March 6, 2023. This research was conducted at the Bontomarannu Village Office, South Galesong District, Takalar Regency. The form of research aims to provide an overview of the types of data collected from the field, objectively, with a qualitative descriptive type. The data collection techniques used are observation, interviews with a number of informants, and documentation.

### III. Results and Discussion

Based on the researcher's findings above, an analysis can be carried out regarding leadership style indicators according to Katini Kartono in Paramita, (2017) namely: Leadership style, decision-making ability, motivational ability, communication ability, ability to control subordinates, and responsibility ability of the head of Bontomarannu Village, South Galesong District, Takalar Regency.

#### 3.1. Decision-Making Ability

Based on the results of interviews with several informants about the leadership style of decision-making ability, namely the Village Head must ensure that the decisions concluded do not only benefit themselves, their families, or certain groups, but also reflect the needs and aspirations of the community. It is important for village deliberations and village officials to be involved in decision-making to strengthen relations with the village officials and the community. The Head of Bontomarannu Village shows a participatory and inclusive attitude by involving many elements from the hamlet head and several communities in decision-making. A wise leadership style and involving community participation in decision-making is positive, because it can strengthen relations between village officials and the community and promote active community involvement in village development.

Meanwhile, based on the observations of related researchers, the leadership style of decision-making ability is entirely with the opinion that the village head must ensure that the decisions concluded do not only benefit themselves, their families, or certain groups, but reflect the needs and aspirations of the community. A village head must have a long-term view to develop the village in a balanced and fair manner for all residents. Village deliberations are very important to ensure that all voices and interests of the community are heard and considered. By involving the village body in decision-making, the village head can strengthen relations with village officials and the community and promote active community involvement in village development. This will ensure that all decisions made will reflect the needs and aspirations of the community as a whole. The example of the Bontomarannu village head is a good example of a village head who is able to lead well and pay attention to the interests and aspirations of the village community by involving the community through village deliberation meetings. A village head like this is a model that must be followed by other village leaders to ensure sustainable and fair village development for all villagers.

#### 3.2. Ability to motivate

Based on the results of interviews with several informants about the leadership style of communication skills, namely, the village head can convey information and directions clearly to the community and village staff, for example, village activities such as BLT counseling in Bontomarannu Village. The village head must have communication skills; efforts are needed to increase community participation in decision-making and strengthen the village head's communication skills to respond to and pay attention to community opinions. Meanwhile, based on the observations of related researchers, the leadership style of motivational ability is that there are obstacles in communication between the community and the village government/village head due to the lack of response or attention to the opinions and requests of the community, especially in processing important documents such as birth certificates. This causes the community to be reluctant to ask for help again, even though asked by the village government. The village head is very fair in distributing his responsibilities. When distributing BLT evenly, the village head must have good communication skills to strengthen the relationship between the village government and its community, and create a more democratic and participatory environment. In communicating, the village head must be able to listen and pay attention to the opinions of the community to ensure that the decisions concluded reflect the needs and aspirations of the community. The village head also needs to strengthen

communication skills by paying attention to and responding to community opinions directly or through letters sent by the community.

### 3.3. Ability to control subordinates

Based on the results of interviews with several informants about the leadership style of the ability to control subordinates, namely, a village head must lead and facilitate village development, work together with staff and villagers, and be an inclusive and democratic leader. The village head of Bontomarannu has good abilities in controlling his subordinates, is active in mobilizing the community to carry out cooperation activities, and has a democratic, inclusive, and proactive leadership style. To control his subordinates, a village head can take various approaches such as ensuring transparency and accountability, developing a strong monitoring system, providing autonomy, and adopting appropriate technology.

Meanwhile, based on the observations of related researchers, the leadership style of the ability to control subordinates is. My response is that good leadership from a village head is very important to lead village development. The village head must be able to work together with staff and villagers and have inclusive and democratic communication and leadership skills. I agree that the village head of Bontomarannu is a good example in this regard, because he has good abilities in controlling his subordinates and mobilizing the community to participate in cooperation activities. Ensuring transparency and accountability, developing a strong monitoring system, providing autonomy, and adopting the right technology are some ways to ensure that the village head can control his subordinates well.

### 3.4. Responsibility ability

Based on the results of interviews with several informants about the leadership style of responsibility ability, namely, the village head of Bontomarannu has great responsibility for the village community and leads with a responsible, open, honest, and transparent leadership style. However, there are shortcomings related to the management of development projects and attention to community organizations such as Karang Taruna. The community can provide input and active participation to support better and more sustainable village development. The role of the community is also important in providing input to the village head so that he can pay more attention to and support the Karang Taruna organization in overall village development. Thus, it is hoped that village development can run better and more sustainably.

Meanwhile, based on the observations of related researchers, the leadership style of the village head's responsibility ability has responsibility, namely, the village head has great responsibility for the village community and leads with a responsible, open, honest, and transparent leadership style. However, there are still shortcomings in the management of development projects and attention to the Karang Taruna organization, which is lacking in providing funds when they want to hold activities with the community. The community can provide input and active participation to support better and more sustainable village development. The role of the community in providing input and support is very important for the village head to be able to pay more attention to and support the Karang Taruna organization in village development as a whole. Thus, village development can run better and more sustainably with the support and active participation of the community.

## IV. Conclusion

Based on the results of the discussion above, it can be concluded that: 1) Decision-making ability is. The village head must ensure that the decisions taken reflect the needs and aspirations of the community through village deliberations and involve village officials in decision-making. 2) Motivational ability is the village head must have motivational and exemplary abilities to motivate the community and village officials in building village infrastructure. The village head must provide a good example, be friendly, and facilitate

useful programs. 3) Communication ability is that the village head must be able to convey information and direction clearly to the community and staff. The village head must have good communication skills and be able to communicate with all villagers. Communication skills are very important in village leadership. The village head can also convey information and direction clearly to the community and village staff, for example, village activities such as BLT counseling in Bontomarannu Village. 4) The ability to control subordinates is also an important skill that must be possessed by the village head. The village head must be able to control subordinates well and provide clear direction. 5) The village head must have good responsibility ability, lead with a responsible, open, honest, and transparent leadership style. However, he needs to pay more attention to the management of development projects and community organizations such as Karang Taruna so that all activities held continue to run smoothly because of the support and funds provided without the slightest obstacle. Active community participation is very important to support better and sustainable village development.

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