

ABSTRAK

KEPEMIMPINAN PARTISIPATIF KEPALA DESA DI DESA MANDIRI DAN DESA BERKEMBANG (Studi Komparasi Pada Desa Margoyoso Dan Desa Kebumen, Kecamatan Sumberejo, Kabupaten Tanggamus)

Oleh

Siti Dwi Lestari

Kepemimpinan kepala desa merupakan salah satu faktor penting dalam keberhasilan pembangunan desa. Penelitian ini dilatarbelakangi oleh pentingnya peran kepala desa dalam mendorong pembangunan yang berkelanjutan, terutama dalam konteks kepemimpinan partisipatif. Desa Margoyoso berstatus desa mandiri, sedangkan Desa Kebumen berstatus desa berkembang menurut Indeks Desa Membangun (IDM) Tahun 2024. Perbedaan status desa tersebut menjadi dasar dilakukannya studi komparatif untuk memahami bagaimana kepemimpinan partisipatif diimplementasikan pada kondisi dua desa yang berbeda. Tujuan penelitian ini merupakan untuk menganalisis kepemimpinan kepala desa di desa mandiri dan desa berkembang dengan menggunakan empat indikator menurut Sugiyono (2007) dalam Insan dan Yuniawan (2016): komunikasi, kerja sama, keterlibatan bawahan, dan pengambilan keputusan. Penelitian ini menggunakan metode kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara, dokumentasi, dan observasi. Informan terdiri dari kepala desa, perangkat desa, tokoh agama dan masyarakat di masing-masing desa. Hasil penelitian menunjukkan bahwa Desa Margoyoso menerapkan kepemimpinan partisipatif secara optimal, terlihat dari komunikasi yang terbuka, kerja sama yang solid, keterlibatan aktif perangkat desa dan masyarakat, serta proses pengambilan keputusan yang demokratis. Sebaliknya, di Desa Kebumen, kepemimpinan partisipatif belum sepenuhnya terimplementasi, ditandai dengan terbatasnya komunikasi dua arah, kurangnya kerja sama antar perangkat, rendahnya keterlibatan bawahan, serta proses pengambilan keputusan yang masih didominasi kepala desa. Perbedaan implementasi gaya kepemimpinan menyimpulkan bahwa kualitas kepemimpinan partisipatif berkontribusi besar terhadap pencapaian status kemandirian desa berdasarkan Indeks Desa Membangun (IDM).

Kata Kunci: Kepemimpinan Partisipatif, Kepala Desa, Desa Mandiri, Desa Berkembang, Indeks Desa Membangun (IDM)

ABSTRACT

PARTICIPATORY LEADERSHIP OF VILLAGE HEAD IN INDEPENDENT VILLAGE AND DEVELOPING VILLAGE (Comparative Study in Margoyoso Village and Kebumen Village, Sumberejo District, Tanggamus Regency)

By

Siti Dwi Lestari

Village head leadership is one of the important factors in the success of village development. This study is motivated by the importance of the role of village heads in encouraging sustainable development, especially in the context of participatory leadership. Margoyoso Village has the status of an independent village, while Kebumen Village has the status of a developing village according to the 2024 Village Development Index (IDM). The difference in village status is the basis for a comparative study to understand how participatory leadership is implemented in two different village conditions. The purpose of this study is to analyze the leadership of village heads in independent villages and developing villages using four indicators according to Sugiyono (2007) in Insan and Yuniawan (2016): communication, cooperation, subordinate involvement, and decision making. This study uses a descriptive qualitative method with data collection techniques through interviews, observations, and documentation. Informants consisted of village heads, village officials, and the community in each village. The results of the study indicate that Margoyoso Village optimally implements participatory leadership, as evidenced by open communication, solid cooperation, active involvement of village officials and the community, and a democratic decision-making process. Conversely, in Kebumen Village, participatory leadership has not been fully implemented, characterized by limited two-way communication, lack of cooperation between officials, low involvement of subordinates, and a decision-making process that is still dominated by the village head. Differences in the implementation of leadership styles conclude that the quality of participatory leadership contributes significantly to achieving village independence status based on the Village Development Index (IDM).

Keywords: Participatory Leadership, Village Head, Independent Village, Developing Village, Village Development Index (IDM).