

The Concept of Authoritarian Leadership in Madrasah Tsanawiyah (MTs) Al-Hakim Sukabumi

Dede Nurhasanah¹, Rita Alfin², Abiyyu Naufal Malik³, Mulyawan Safwandy Nugraha⁴

RESEARCH PAPER

^{1,3,4}Institut Madani Nusantara, Indonesia.

²Sekolah Tinggi Ilmu Ekonomi Gempol, Indonesia.

Open Access

Article Info:

Submitted: 01 January 2023

Accepted: 12 January 2023

Approve: 27 February 2023

Published: 27 February 2023

Correspondence Author (s)

Dede Nurhasanah, Jl. Lio Balandongan Sirnagalih (Buegeg) No.74, Cikondang, Kec. Citamiang, Kota Sukabumi, Jawa Barat 43161. Email: nurhasanahdede40@gmail.com

Abstract. The purpose of this research is to analyze the concept of authoritarian leadership style at Mts Al-Hakim Sukabumi. This type of research is a case study of research in the field using primary data sources obtained through direct interviews. In addition, data was obtained through literature study using secondary data sources which were summarized and collected from laws, websites, books, e-books and other sources that were highly relevant to the research problem discussed. The data of this research were analyzed qualitatively and interactively, starting from data collection, reduction, presentation, and drawing conclusions. The results of this study illustrate that the concept of leadership style at Mts Al-Hakim Sukabumi is divided into 4 types, namely intimidation, reflection, adaptation, and reaction. The recommendation of this research is that the principal is expected to have a more appropriate and adaptive application of his leadership style. Furthermore, for other researchers, it is suggested to expand the research by including other literature or other methods based on leadership style to further explore what concepts and factors are related to the principal's leadership style.

Keywords: Concept of an Authoritarian Leadership Style, Mts Al-Hakim Sukabumi, Solutions.

A. INTRODUCTION

An educational institution requires the wisdom of the principal in determining the leadership style. Each school leader's leadership style has its own differences and will always form different guidelines for each individual who has obligations as a leader. Differences in leadership styles are manifested in the policies of each school. This is due to experiences, role models, educational background, and personalities that are not the same for each person [1].

Leadership is always an interesting and important topic to discuss. This relates to the importance of the role of a leader in an organization or a group of individuals. The future state of an organization or group is very dependent on the role of the leader at that time. Leadership is a classic topic of discussion, but it is still interesting to study because it is very important in teaching for organizational survival [2]. Leadership is inherently responsible. The question of leadership remains a very open one, as it can be debated endlessly throughout human civilization. Especially in today's era, which is getting worse morally and spiritually, making it increasingly difficult to find good leaders. A leader has his own leadership style, both democratic, visionary, transformational, charismatic, delegative, liberal or autocratic or authoritarian. The leadership style that will be studied by researchers is the authoritarian leadership style at Mts Al-Hakim Sukabumi.

Authoritarian leadership, also known as autocratic leadership, is a management style in which an individual has total decision-making power and absolute control over his subordinates. An authoritarian leader makes decisions about group policies, procedures and goals with little or no input from team members or followers [3]. Authoritarian leadership

works well to meet immediate needs quickly so it works best in emergencies that require a solution as soon as possible. This type of leadership provides a much-needed productivity boost right before a deadline and improves decision making. This type of leader may make quick decisions, but each one is very effective [4].

Authoritarian leadership is beneficial in industries and organizations where decisions need to be made quickly and efficiently. Using this type of leadership prevents the possibility of programs being sidelined by lack of organization or tight deadlines, and allows team members to concentrate on specific tasks without having to participate in complex decision-making processes. Authoritarian leadership can also be advantageous in cases where the leader is the most knowledgeable person in an organization [5].

However, there are many flaws in authoritarian leadership. Excessive use of this leadership style can cause the leader to be seen as domineering and stubborn, which can lead to hatred or aggression among group members [6]. Furthermore, followers may feel resentful that they cannot contribute their expertise or opinion to decision making. In addition, authoritarian leaders usually lack creative problem-solving skills which can be detrimental to group operations. This is in line with Suriagiri's research which revealed that authoritarian leadership is about all forms of power, decision making, subordinate space, achievement, and work motivation that depend on the leader. Leaders of authoritarian Islamic educational institutions usually do not accept criticism, are not open, and do not open the way for educational staff to interact. In addition, leaders tend to use coercion and punishment in instilling discipline [1]. In connection with the problems above, the researcher is interested and wants to examine research in more depth regarding the concept of authoritarian leadership style at Mts Al-Hakim Sukabumi. The purpose of this research is to identify the concept of authoritarian leadership style at MTs Al-Hakim Sukabumi.

B. METHOD

This study uses a qualitative research type with a field research model by examining carefully based on the facts that occur in the field. The research approach uses scientific concepts, such as: history and thought. The data collection techniques in this study are heuristic, verification, interpretation, and historical techniques [7]. Field research is research conducted in the field or direct research locations and uses qualitative research methods [8]. In this study, the author will conduct research at Mts Al-Hikmah to obtain the necessary data regarding the concept of authoritarian leadership. Field Research is a qualitative data collection method with the aim of understanding, observing, and interacting with people in their natural settings. This requires specialized market research tools. The aim is to understand how the subject behaves in a certain setting to identify how the different variables in this setting might interact with the subject [9].

Time and place of research

This research was conducted in one of the schools in the Talaga Village, Caringin District, Sukabumi City. This research was conducted in October 2022. The researcher took the location in this place because the researcher lived not far from this school so that the researcher could get definite results from this research. The research was conducted by conducting face-to-face interviews directly and asked questions according to the questions that had been previously prepared by the researcher. The time in this research is very flexible according to the situation and conditions of the respondents/research subjects so that the research can be effective and obtain accurate and appropriate results.

Research Subjects and Objects

The research subject used was the principal of the school. The object of his research is the concept of authoritarian leadership style at Mts Al-Hakim Sukabumi

C. RESULT AND DISCUSSION

Characteristics of Authoritarian Leadership Style

The main focus of autocratic leaders is keeping team members on task and meeting deadlines. Characteristics of autocracy can also include:

1. Clear performance expectations for employees
2. Consequences for not meeting expectations
3. Clear rules and processes for employees to follow in certain situations
4. Highly structured work environment and team member roles
5. Distinctive separation between leaders and subordinates

Authoritarian leaders often have special qualities, which can include traits such as:

1. Dependability: It is important for autocratic leaders to be dependable, as they are independently responsible for making decisions and fulfilling other tasks. If an autocratic leader is not up to the task, no one else on the team is equipped to fulfill it, so it is critical that autocratic leaders are reliable.
2. Confidence: Since autocratic leaders work independently, it is important for them to have self-confidence. This can help them feel good about their decisions and lead others by example. Additionally, having self-confidence can help them make important decisions when they are under pressure by helping them to trust their own choices.
3. Motivation: It is important for autocratic leaders to be self-motivated so that they can effectively motivate the people they lead. They must also know how to motivate people in different ways, because different people are motivated by different things.

Strengths and Advantages of Authoritarian Leadership

In the authoritarian leadership style has a number of advantages or advantages, namely [4]:

1. Reducing stress on subordinates

One of the strengths or advantages of authoritarian leadership is that it places all the pressure of complex decision making and managing on the leader. In special situations that involve assigning followers with different specific tasks, this leadership style allows the leader to focus on leading while allowing others to focus on their respective specific roles and responsibilities.

Because it puts all the pressure on the leader, authoritarian leadership reduces the stress on followers by giving them a clear set of expectations. Remember that these followers do not need to focus on making complex decisions and directing the rest towards identified goals and objectives of the group or organization.

2. Promotes Quick Decision Making and Simplifies Communication

Another important strength of authoritarian leadership is that it allows for quick decision making. Under this style, the leader is solely responsible for making complex or critical decisions. There's no need to collaborate with followers to gather and evaluate insights and feedback. Note that this can come in handy in a pinch.

The reduction in decision-making time also comes from simplified communication processes. Within an authoritarian framework is a communication structure characterized by a single reporting line with minimal to zero feedback mechanisms. Authoritarian leaders only direct without room for opposition. This also reduces the number of errors that occur.

3. Increasing Productivity and Increasing Efficiency in Organizations

Authoritarian leadership is all about getting things done as quickly as possible. The authoritarian leader sets directions and transfers information in a straightforward manner, so as not to allow delays due to evaluation and objections to the chosen course of action. Because followers are not involved in decision making or problem solving, they are able to direct their

energies towards the task at hand. A strong and consistent focus on specialization within a group or organization leads to accuracy in performance and consistency in production, thereby promoting not only effectiveness but also efficiency within a team or organization.

Weaknesses and Disadvantages of Authoritarian Leadership

The authoritarian leadership style has a number of weaknesses and disadvantages, namely:[10]

1. Eliminating Innovation and Progress from the Process

Remember that authoritarianism is about placing absolute control over one or a few people. Such a leadership style inherently suffers from a lack of diversity in insight or creative input due to lack of collaboration and simplification of reporting lines.

2. Leaders face high pressure Leaders face high pressure

In an authoritarian leadership style, leaders assume all responsibility for making decisions, which can make them feel stressed, pressured, and overwhelmed. If a leader is burnt out, this can affect the rest of the team, because no one else on the team has the decision-making power. However, some people thrive in high-pressure environments, and subordinates may also enjoy less stress when the leader is making all the important decisions.

Mts Al-Hakim Sukabumi Authoritarian Leadership Style Concept

Based on the results of the author's research on Mts Al-Hakim Sukabumi to the principal, a number of teachers and students regarding the concept of authoritarian leadership style, the result was that there were 4 types of authoritarian leadership at Mts Al-Hakim Sukabumi, namely:

1. Intimidation

This type of leadership moves people to act through assertiveness. The principal at Mts Al-Hakim Sukabumi holds teachers or students to very high standards so that the school atmosphere becomes orderly.

2. Reflection

This type of authoritarian leadership is more focused on experience and intuition. The principal applies his knowledge to problems that arise and overcomes all the residents of the Mts Al-Hakim Sukabumi school based on previous solutions. Instead of using anger, assertiveness or intimidation, they lead through mentorship, sharing lessons they've learned in the past. Reflective leaders determine the best strategy for the entire school community.

3. Adaptation

The principal of Mts Al-Hakim Sukabumi changes the approach for each situation. Adaptive change approach as necessary to meet the needs of an institution.

4. Reaction

The management style of the principal of Mts Al-Hakim Sukabumi is very intense, like dealing with existing problems with a strong reaction. This often encourages school members to work harder and more efficiently.

D. CONCLUSION

The results of this study illustrate that the concept of leadership style at Mts Al-Hakim Sukabumi is divided into 4 types, namely intimidation, reflection, adaptation, and reaction. Intimidation is moving people to act through assertiveness. The principal at Mts Al-Hakim Sukabumi holds teachers and students to very high standards. Then reflection is the type of authoritarian leadership that focuses more on experience and intuition, adaptation is a condition in which the principal applies his knowledge to problems that arise and overcomes all the members of the Mts Al-Hakim Sukabumi school based on previous solutions. And

finally the reaction, namely the management style of the principal of the Mts Al-Hakim Sukabumi school which is intense like facing existing problems with a strong reaction. This often encourages school members to work harder and more efficiently. From the results of this study, suggestions that can be presented are:

Principals are expected to have a more appropriate and adaptive leadership style, namely a democratic and authoritarian leadership style depending on conditions and situations. For other researchers, it is suggested to expand the research by including other literature or other methods based on leadership style to further explore what concepts and factors are related to the principal's leadership style.

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Author declaration

Author contributions and responsibilities

The authors made major contributions to the conception and design of the study. The authors took responsibility for data analysis, interpretation and discussion of results. The authors read and approved the final manuscript.

Funding

This research did not receive external funding.

Availability of data and materials

All data is available from the author.

Competing interests

The authors declare no competing interests.

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