Polarization of Global Leadership: An Analysis of the Three Factions of Leadership Power in Modern Leadership Theory

Syafrizal

Faculty of Social and Political Sciences, Universitas Muhammadiyah Sumatera Utara, Indonesia
syafrizal@umsu.ac.id

Abstract

The purpose of this article is to explain various global developments, especially those related to leadership polarization issues in the superpower countries. Global leadership is not only seen from the perspective of which country and who is elected as its leader, but what is more essential is the extent to which the leadership holds resources in general to be used as an instrument to carry out the hegemony of power. The phenomenon of polarization global leadership: an analysis of the three factions of the leadership strength in leadership theory modern, empirically categorized as one of the important issues because it relates to the harmony of living together with all human beings on this planet. Leadership based on egoism wrapped in style and authoriterm type will certainly bring havoc to mankind. This article was compiled from a research process on various literatures, the process of collecting literature up to the preparation of this article was approximately three months, namely from August to October 2020. Theoretically, several main points and the findings of this article were obtained, that leadership polarization Globally is actually in the control of three factions, including (1) rational superiority leadership power faction, (2) intellectual superiority leadership power faction, (3) physical and spiritual superiority leadership power faction, with three models, namely: (a) Western-style leadership, (b) Eastern-style leadership, and (c) Islamic leadership. However, in the form of the factions and leadership styles above, it is closely related to the ability of a country to play its role in controlling economic, political and social resources. To obtain such advantages, in practice it is not uncommon for a country to first require to build a superiority in the field of defense and security with state-of-the-art weapons.

I. Introduction

Leadership is one of the phenomena commonly encountered in the practice of human life. However, this issue should not be underestimated because in some parts of human life it is always related to leadership aspects, such as socio-cultural, economic and political aspects. Humans as members of society actually start their lives in groups in the form of families. As the smallest and oldest organization, the family is proof that people with leadership issues have a very close spiritual thread. Thus d natural process of life later turned out to be human beings can not be separated from the desire h cohabited in groups or live in the shadow of an organization . This result is because this vehicle is a place where group members interact to obtain various information, education, security needed in living their lives.

In a broader view , it turns out that leadership always undergoes a metamorphosis process following the times , both in the context of understanding leadership, leadership theories, and leadership types, and leadership is seen from the style according to the

geographical cultural zoning Based on leadership as a tangible manifestation of a leader's performance, by Husain in Ibrahim Mamat (2007: 38), are people whose appearance is judged by others who have advantages, advantages, so that they become aspects that are considered by others to approach, get to know more. remote, and contact and comply.

Why practice like this is still carried out, because one's leadership really determines the achievement of the goals that have been planned in advance. Leadership, by Fridayana Yudia atmaja. (2013: 29), is closely related to someone influencing the behavior of others for a purpose. With power, leaders can influence the behavior of their subordinates. In fact, power can be divided into (5) five, namely: 1) expert power; 2) legitimate power; 3) reference power; 4) reward power; and 5) coercive power. In reality, leadership besides having a very close relationship with power, it turns out that leadership is also strongly influenced by aspects of one's character.

As in the application of modern leadership that has emerged recently and has received various responses from many parties, such as the business world, the government of a country, and even elements of society in general, both of these aspects are ideally owned by a leader. By Yun Iswanto (2017: 158), it turns out that being a successful leader requires the ability and skills to formulate a vision and implement that vision into organizational reality. This means, that a leader must have the knowledge, skills, and intelligence needed to carry out various in-depth and comprehensive analysis of situations and information for making appropriate, fast, and accurate decisions without ignoring the parties relevant to the decisions to be taken. A successful leader must be able to create a situation that can move and inspire his followers to achieve better and higher goals than the previous conditions.

Another view, put forward by Alfred R. Lateiner (1985: 15-16), talks about the capacity of a leader to make his leadership successful. He emphasized that it is customary in commerce and industry in the United States to elect a supervisor or worker leader on one of two grounds: 1) someone who has had a long working experience in a company, or 2) he or she is an expert in the industry. a job. A leader is chosen because he has various skills or intelligence, even the leader must be able to know the politics and flow of the organization (company) he leads. Leaders must be able to know their subordinates, and can get along with their subordinates.

Then Kartini Kartono (1986: 31), that the conception of leadership must be associated with three important things, namely: 1) power, namely power, authority and legality which gives authority to leaders to influence and move subordinates to do something, 2) authority. , namely advantages, advantages, virtues so that people are able to manage other people, so that people are obedient to the leadership, and are willing to do certain actions, 3) ability, namely all power, ability, strength and technical and social skills that are considered to exceed the ability ordinary members.

II. Review of Literatures

2.1 Concept Polarization in Dynamics of Macro

In simple terms, polarization can be formulated as a condition that can be understood as a difference in understanding, assessing, and responding to a symptom or event that occurs. Whatever the response, if there is a dissimilarity of views (there have been two or more different responses), consciously or unconsciously there has been a patterned condition which is then confirmed by the term polarization. Furthermore, according to the Big Indonesian Dictionary (2019), polarization is defined as the division into two opposing parts (groups of people with interests, etc.) According to DiMaggio et al. (1996), polarization is a state and a process. To gain a deeper understanding, the description of polarization in this article

presents several cases of political implementation that have occurred in recent years in our country, such as the presidential election case in 2019, the DKI Jakarta regional election case which is considered to be the epicenter of political implementation in Indonesia.

In social science relations, polarization is associated with segregation in society that may arise from income inequality, real estate fluctuations, economic displacement, etc. And resulted in differentiation consisting of various social groups, from high-income to low-income. It is a state and/or trend that indicates group growth at the extremities of the social hierarchy and the parallel shrinking of the group around its middle. The picture is even sharper with his case of this polarization, as stated in the article put forward by Abdul Gaffar Karim (2019), since 2014, Indonesia has experienced political polarization in an alarming degree every time there is an election for executive leadership at the national level and in the capital Jakarta.

This polarization tends to have not received adequate attention in the study of Indonesian politics. The article above drives what was first stated by Slater & Arugay (2018), that in mid-2018, the journal American Behavioral Scientist, Vol. 62(1), published an article by Dan Slater (University of Michigan) and Aries Arugay (University of the Philippines) entitled 'Polarizing Figures: Executive Power and Institutional Conflict in Asian Democracies', discussing the political polarization that occurred in four countries democracy in Asia, namely Thailand, the Philippines, Indonesia and Taiwan.

In this treatise, Slater and Argay show that the identity factor can actually cause political polarization, but focus on another factor: perceptions of power management. They write that today's democracies often focus on the abuse of power by the elected CEO of the people. Second, M Alfan Alfian (2019) in his writings shows that there is a strong polarization between the political elite and Muslims. The 2019 presidential election, in which only two candidates participated, demonstrates the need and symbolism of accommodation for Muslim aspirations. There are a number of elite leaders of the Ummah on both sides, participating in the competition for influence. The "political reference" of the 2019 presidential election is not isolated. Their model is not widespread in one area. The polarization and confusion at the ummah level is not far from being reflected at the elite level. Although officially independent in the field of Islamic mass organizations, the elites do not hesitate to express their partisan political style to a certain extent.

From the specification of the problem description above, it is clear that real polarization will always appear in a political struggle at various levels. Even polarization is substantially in the true sense of the practice in the global leadership level, with more complex and varied motives.

2.2 The Concept of Leadership

Prior to a specific description of the notion of leadership, it is deemed necessary to explain in advance some of the main points that are substantially closely related to leadership, including:

1. The Important Role of Leadership

The reality of everyday life shows that leadership is a needed by humans at any time due to limitations to fill certain advantages. The important role of leadership is very much needed, when there are limitations from various parties, it can be filled with the various advantages of other parties in an organization or group This situation is more directed to the advantages possessed by a leader in carrying out his leadership. If the process as described is not running effectively, it will mean that the duties and functions of each party who are members of an organization or group can be said to have failed.

2. The Relationship between Leadership and Power

It turns out that the phenomenon of leadership never stands alone, but always has a relationship with other aspects, as leadership has a relationship with power. It has actually been stated in the introduction that the power one has will be able to influence the behavior of others for a purpose. Maria Merry Marianti (2011: 46) assumes that the power of others will greatly affect other people. The goodness of a power also depends on finding the mindset of a leader. The concepts of leadership and power are closely related. In fact, people often assume that leadership is synonymous with power.

Indeed, a leader can use his power as a tool to achieve his personal or group goals, but actually leadership and power have differences. The difference lies in several things, including:

1. Conformity of Purpose.

Power does not require goal congruence, only dependence, while leadership requires goal congruence between the leader and the people he leads.

2. Direction Of Influence.

Leadership focuses on the influence of superiors/leaders on their subordinates (downward influence), and minimizes the importance of lateral and upward forms of influence. While power, apart from focusing on the influence on subordinates, it also focuses on the influence on superiors and on fellow friends who are at the same level.

3. How to implement it.

Leadership emphasizes more on the way or leadership style that needs to be done to achieve goals. Meanwhile, power focuses more on tactics to get an agreement.

4. Owner of power.

Leadership is more of a power that is owned individually, while power, not only can be owned by certain individuals, but can also be owned by several or a group of people.

Then Anggun Kusuma (2018), Effective leadership is achieved when an authoritative leader can encourage his followers to achieve results. At that time, it turned out that electricity could come from other sources, such as the grid, not from just one source. Effective leadership can be compared to the practice of harnessing a source of power and applying it in the right places. Legitimate power is the power that a leader gets from his position in an organization or institution. Privileges give the leader the authority or authority to give orders. This right must be heard and obeyed by subordinates. This can take the form of power over employees.

Thus, it can be argued that the relationship between power and leadership as a condition that can be separated, where an effective leader is a leader who can manage his power, so that he as a leader can practice his power correctly to improve the performance of his subordinates. Suppose a leader without power is meaningless and this causes him to be unable to make decisions because the leader does not have any power, and conversely the leader with organizational power he leads will run effectively and will ultimately achieve the goals that have been set previously.

3. Standardization and Capacity of a Person as a Leader

A person who will become a leader, means that someone is preparing to become the number one person in an organization or association. To become the number one person, of course, standardization and good scientific capacity, skills, and professionalism are needed, including:

a. leadership,

b. digital literacy,

c. Communications, d. Entrepreneurship,

e. global citizenship,

f. Problem solving, g. team-working,

Furthermore, when examined carefully, it turns out that the notion of leadership has been put forward by many experts from their respective perspectives. But in general, the notion of leadership can be formulated as a form of ability to influence a group towards the achievement of a set vision or goal, both in the context of leadership in formal and informal practices that arise outside the organizational structure. Not all leaders are managers and not all managers are leaders, because with the rights that managers have, it does not guarantee them to be able to lead effectively.

4. Leadership Functions

In the book entitled Effective Leadership, by Hamdani Nawawi (2012), several forms of leadership function, including:

1. Instructive function, namely the leader is in charge of making decisions in a place, and the members are in charge of carrying out all decisions set by the leader.
2. Consultative function, in this function the leader is not only assigned as a giver of instructions but also as a place for members to consult about the best way to solve a problem.
3. Participation function, in this function the leader must also participate in what is ordered or as an example for members.
4. Delegation function, namely the leader is able to adjust tasks that are suitable for members
5. Control function, the leader must be firm and careful about what is ordered to other members.

5. The Purpose and Elements of Leadership

Leadership aims to (a), the achievement of goals, which includes leadership considered as the most needed in the company/group so that the goals can be achieved, (b) Motivating others, every job if there is no motivation then the goals to be achieved will be difficult to achieve. For this reason, the task of a leader is to motivate others so that they are encouraged to carry out what has been ordered.

While the elements of leadership are (a) Leader (Leader) is a person who leads, b) Subordinates (Followers) are people who are led, c) Organization is a tool and a forum for carrying out leadership, d) Objectives (objectives) are targets to be achieved, e) The environment is internal and external to the company.

III. Discussion

3.1 Leadership Style

Leadership is usually a person's ability to influence others through motivation to work in accordance with applicable goals and objectives. The leadership is a process that affects organized groups which direct to achieve organizational objectives as the appropriate base to measure leadership construction (Syakur, 2020). Leadership can be defined as a process of directing and giving influence to the activities of a group of members who are related to their duties (Purba, 2020). The success of leadership is partly determined by the ability of leaders to develop their organizational culture (Arif, 2019). Service leadership is a leadership style or model developed to overcome the leadership crisis experienced by a company or country. Employee leaders tend to prioritize the needs, interests, and aspirations of the people they lead. The focus is on service, the perspective is holistic, and works according to moral and spiritual standards.

According to Spears (2002), leaders who prioritize service, begin with a natural feeling of someone who wants to serve and to prioritize service. Furthermore, consciously, this choice brings aspirations and encouragement in leading others. Every manager must master the things that are able to design, compile and overcome complexities in an organization which then after that monitors the results that have been done by comparing them with the plans that have been set previously.

Here are some leadership styles that are commonly used by leaders both in organizational and company leadership, as below:

1. Autocratic leadership style.

In this type the tendency of the leader's attitude is only self-centered or directive. That is a leader who only cares about himself without caring about his subordinates.

2. Democratic Leadership Style.

In this type, the leader has traits that are able to influence others to be willing to follow the rules ordered and are willing to cooperate in achieving the goals that have been set together.

3. Delegative leadership style.

In this type the leader is considered very indifferent and submits full decisions taken by his subordinates who are expected to be able to solve all the problems that occur.

4. Bureaucratic leadership style.

This type has a very firm attitude and is only fixated on the rules that have been made so that there is no closeness between superiors and subordinates.

5. Laissez Faire Leadership Style.

This style will encourage members' ability to take the initiative.

3.2 Global Leadership Style

Husain in Ibrahim Mamat (2007:88-109), in his writing entitled Leadership Globalization, divides leadership styles into three parts, namely: 1) Western-style leadership, 2) Eastern-style leadership, and 3) Eastern leadership. Islamic style pin.

a. Western Leadership

Western-style real leadership is leadership sek ule r already ruled Europe, North America, Latin America, and the developing countries to the east, including Southeast Asia. The term secular includes terms as its derivatives such as secularism or secularization which comes from the English language, namely secular, and the Latin base saecularis (saeculum), which means place or time, which is a meaningful place in this world, while the period is meaningful at this time. Secular fingers can be interpreted in today's world. This secular leadership style, by Husain in Ibrahim Mamat (2007: 88 – 191), emerged in western Europe due to the conflict between Church power and state power in the 17th century AD.

The signs of its emergence are related to the Renaissance movement in the 16th century, with the humanism movement which gradually gained public support throughout Europe. It turned out that the emergence was also a tangible manifestation of their history in the ancient Greeks and Romans with the greatness of their history which was so progressive.

One of the essences of the secular understanding that developed in Europe and America is the development of the notion of capitalism, namely an economic system based on a lot of capital and justifying ownership of property, industry and commerce is mostly held by the private sector than the state, with a pattern of free competition. to benefit, while socialism, ie, the stem so that the source of economic wealth fore is the capital, land and so on used belong to the state to be enjoyed by all citizens as equals.

Between the two systems above are very contradictory, but the basis remains the same, namely materialism. It turns out in practice and the second travels misunderstanding on the

basis of the emergence some flow essentially remain the same, namely economic ethics are fixed forward understanding of materials and advantages, including:

1. The flow of Naturalism,

Which states the size of the good and bad things prescribed treatment by human nature. If a human being is born good, it will still be good even if he continues to develop the ability of rationality.

2. The flow of Hedonism,

Which holds that the measure of good and bad is by a sense of pleasure and delicacy. Thus, life is only intended to obtain the pleasures and delights of life within the limits of physical satisfaction. What can give physical satisfaction is considered a measure of good, but what does not give it is a measure of evil.

3. The flow of Utilitarianism,

Which is a measure of good and bad is determined by usefulness and expediency. Good behavior is the way to get the perfection of life by seeking as much benefit as possible. In this case the highest benefit is something that can be enjoyed by all humans. All activities that provide benefits to humans are good, and those that do not provide benefits are bad.

4. The flow of Idealism,

Which has the view that the main factor that determines good and bad is a strong desire in oneself. This means that something good needs to be done with all the soul and a sense of responsibility. Actions that are carried out whole-souled are good, and conversely activities with full of pretense, laziness are not good.

5. The flow of Vitalism,

Which holds that the size of good and bad depends on the maximum life force. Humans have a strong instinct to always do good. So, people who are strong physically, spiritually and willfully, are considered good because they have the potential to provide good help for the good of society at large.

The main aspects that are considered in secular culture are individual self-interest to achieve worldly pleasures, namely: 1) A certain life is a worldly life, which is definitely felt by humans, 2) Material gains must be obtained as much as possible as a standard of pleasure in life, 3) Glorify the power of reason and become the main barometer in running life, 4) All values are relative, not a measure to determine whether something is good or bad, 5) A person's level of success is felt to be achieved if someone is able to achieve his ego desires, physical enjoyment and social, 6) morality is carried out with consideration of time, place and circumstances, 7) Religion is a personal matter, religion and world affairs are completely separated, 8) Religion is considered necessary to adapt to the development of the world, not the other way around.

Secular culture gives birth to leadership that has a purely world view of life. This phenomenon can be seen from various statements, patterns of action, and ways of making decisions that reflect to win their own interests. All considerations made are directed to the organization he leads, including efforts to improve the quality of leadership only for the enjoyment of the world.
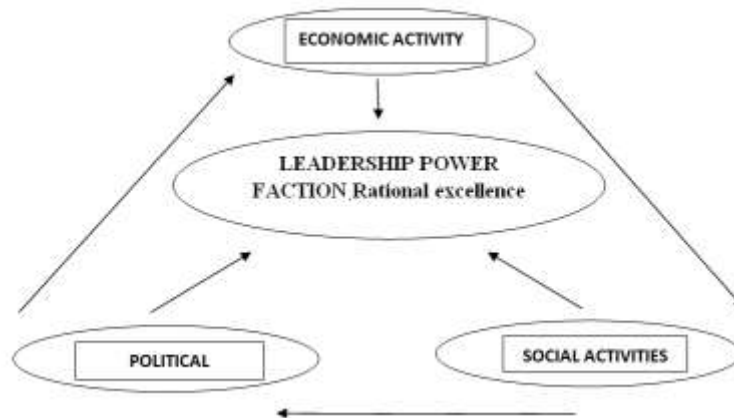
Figure 1. *Western Leadership Husain in Ibrahim Mamat (2007: 101)*

b. Eastern Leadership

The word East is usually connoted with Asian countries, especially those in the eastern part of the continent. Such as China, Japan, Korea and Vietnam. Therefore, the discussion of Eastern leadership is focused on these countries. However, among these countries, China is a country that is considered more dominant from its historical aspect. This is because China has the oldest civilization and is even considered the main culture that characterizes the cultures in this region. The way of life taught by great thinkers, such as Kung Fu Tze and Lao Tze who lived in the VI century BC, became the guideline for the entire population in this region.

Kung Fu Tze or Confucius is the greatest Chinese thinker, the founder of Communism which became the way of life of the Chinese nation and other surrounding communities. Lao Tze can also be considered as the second great Chinese thinker after Kung Fu Tze. As a figure who gave birth to Taoism who became a follower of the Japanese nation. This depiction of China's dominance in all aspects makes China a country that represents the East, just as the United States and Europe represent the West. The history of Eastern Leadership represented by the Chinese as stated above, by Husain @ Ibrahim Mamat (2007: 111 - 141), actually not much information can be gathered about Sun Zi himself. He was a warlord thousands of years ago in ancient China.

It was also said that Sun Zi was not as good as Kung Fu Tze and Lao Tze, so Sun Zi did not have much influence on the culture of the Chinese and other nations in the region. However, Sun Zi cannot be left alone in the development of Chinese culture, not because of him, but one of the important monuments of his writing entitled " *Army Art* ", as John M. Collins, a former official of the United States Army Strategy, in his article entitled "Grand Strategy: Principles and Practices" (1973);

> *The first great mind to shape strategic thought in thatsetting belonged to Sun Zi who produced the earliest known treatise on the art of war sametime between 400 and 320 BC His thirteen little essays rank with the best of all time, including thase of Clauzewitz, who wrote twenty-two centuries later. No one today has a firmer feel for strategic inter-relationships, consideration, and con-straints. Most of his ideas make just as much sense in our environment as they did in his".*

According to Collins in his confession, the first person to express strategic thinking was Sun Zi, who wrote around 400 and 320 BC about war. The following is chronologically

the thoughts of Sun Zi which have greatly influenced the history of China from the past until now, among others:
1) The Art of War
    a. planning war
    b. waging war n
    c. sattack strategy
    d. tact
    e. strength
    f. opportunity
    g. war maneuvers
    h. variety of tactics
    i. army mobility
    j. the shape of the earth
    k. nine types of area
    l. burning m. peek
2) Messages in Military Arts
    a. implied message
    b. written messages
3) Armed arts and commercial leadership
4) Army arts and political leadership
    a. strategy 1, a leader must really know the opponent's situation in terms of strengths and weaknesses.
    b. strategy 2, a leader must act quickly, must not be careless if he does not want to lose.
    c. Strategy 3, a leader must remember that a resistance will cause damage to both sides , losing to ashes, mena n g become charcoal.
    d. strategy 4, a leader must know how to put himself that is not known by the opponent, if you want to win.
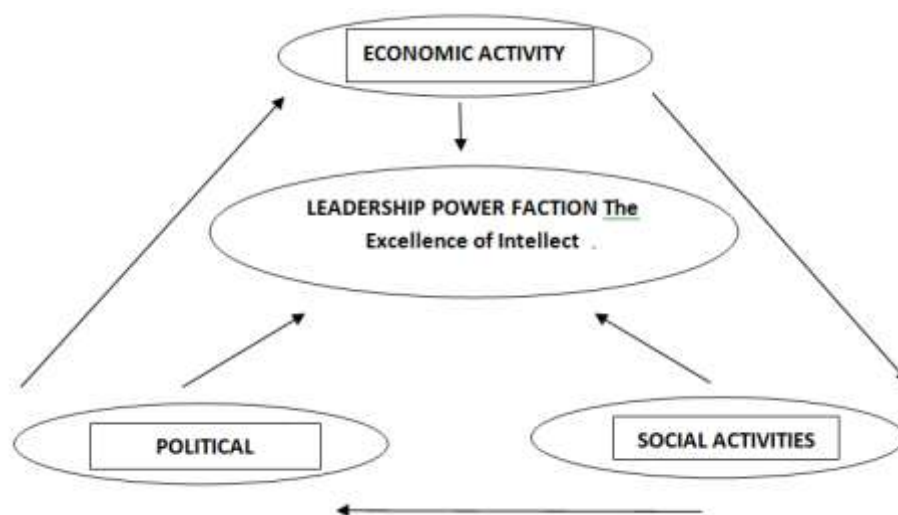   e. strategy 5, a leader must be in a struggle the power of strength is needed to win.

Figure 2. Husain in Ibrahim Mamat's Western Leadership (2007:135)

3). Islamic Leadership

    As one of the major religions in the universe, Islam is embraced by mankind evenly in all corners of the world. Its adherents hack continents, nations and skin colors. One of the reasons why most people accept it is because of Islamic teachings which emphasize a balance

between physical and spiritual life, and the life of this world and the hereafter. At the same time, Islam also requires its followers to live a simple life in all things, the most important thing is that the two aspects stated above are practiced according to the guidance and teachings of Islam, which were brought by the Prophet Muhammad SAW, along with his companions. This order of way of life shown by them is what attracts others to choose Islam.

Islam is said to be a religion of welfare that was revealed to humans for three important purposes, namely:

1) correcting human aqidah so that they confess, accept and adhere to the essence of the embodiment of a Supreme Power, namely Allah SWT, the Almighty God.
2) improve human morals so that they change from bad behavior to good behavior, and
3) provide a human law so that they change from wild and free living practices to a life guided by religion in order to live in peace and harmony.

It was also emphasized that Islamic teachings are multidimensional, meaning that they not only give priority to matters of afterlife, but are also very concerned with improving worldly life, such as social life from small things to big things, easy things to complex things. As in the case of world development, everywhere there are various kinds of evil, disobedience, murder, robbery and others, giving rise to problems that are so complicated to solve. The teachings of Islam brought by Rosululloh Muhammad SAW, make such things as the goal, namely to improve human morals to good, virtuous, full of peace.

Like the leadership of the West and the East, Islamic Leadership chronologically contains various thoughts and teachings for humans originating from the almighty Khalid Allah SWT, which He revealed to the Prophet Muhammad SAW in the form of his teachings. As for the Muslims who are recognized as Muslims are those who have always obeyed in carrying out God's instructions, among other things:

1) Charity with the teachings of Islam, a. Faith b. morals c. sharia d. leave the prohibition of Islam e. not shirk or associate partners with God Almighty f. do not have bad morals g. does not violate Islamic rules or laws h. appreciate the characteristics of the Prophet Muhammad SAW i. implement the truth in actions and actions j. have the nature of trust and can be trusted k. calling people to always do good l. wise.
2) Islam as a culture,
3) Islamic leadership a. caliph b. priest c. uli al-Amr
4) Leadership in Islam a. leadership responsibilities b. prosper the earth Allah c. call towards goodness and prevent bad d. sole responsibility of followers
5) Leadership Prophet Muhammad, according to Islamic point a. very good physique b. intelligent and superior mental c. firm belief d. have good communication e. leadership through example f. implement the principle of exemplary. implement the principle of justice h. using different approaches according to circumstances i. open leadership j. balanced leadership k. have moral strengt
6) Leadership of the Prophet Muhammad: Assessment of Western Thinkers a. have physical strength b. starting personality c. very wise
7) Leadership of the Prophet Muhammad: based on Islamic leadership a. have a perfect physical condition b. have a strong memory c. have high intelligence and intelligence d. have the advantage of communicating well e. have high discipline f. have a high fighting value g. likes good things, and hates bad things h. big-hearted i. fair j. does not have a greedy nature.

Figure 3. *Husain in Ibrahim Mamat's Western Leadership (2007:177)*

8) Requirements to become an Islamic leader a. have a healthy physical, intelligent b. have a healthy spirit, have faith in Allah SWT, are trustworthy, istiqomah, have noble character, are wise, patient, fair, do not break the promise, are steadfast, put their trust in Allah SWT.

9) Leadership of Khulafa'al-Rashidin a. lead based on deliberation b. hold fast to the trust c. practice the concept of open leadership d. uphold the sovereignty of the law e. avoid the nature of fanaticism f. spirit of democracy

10) Description of a person in an Islamic leader a. strong faith b. firm opinion c. have honesty and do justice d. high science

IV. Conclusion

From the overall description of Islamic leadership above, it can be formulated several important things that Islamic leadership is focused on the aspect of Belief in God Almighty. In Islam the Prophet Muhammad SAW is a great leader, who is actually and becomes the standard to determine an exemplary leader. Islamic-style leadership emphasizes the importance of two main aspects, namely aspects of world safety and the hereafter or physical and spiritual benefits.

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