

ABSTRAK

Penelitian ini bertujuan menjelaskan gaya *servant leadership* dalam mewujudkan tata kelola pemerintahan Desa Pakandangan Sangra. Kepemimpinan melayani ini dilatar belakangi karena belum optimalnya tata kelola administrasi desa yang belum mampu menjawab tuntutan dari kebutuhan masyarakat. Penelitian ini menggunakan metode kualitatif dengan menggunakan teori Barbuto dan Wheeler (2016) dalam Simamora (2018). Hasil penelitian ini menunjukkan, bahwa: 1) Tindakan, Kepala Desa melakukan tindakan dengan menghibau kepada bawahan supaya masuk kantor, pelayanan yang berkualitas dan melakukan pengamanan desa dari pencurian Sapi. 2) Empati, Kepala Desa berempati tidak memberikan tugas kepada bawahan diluar kemampuannya, memotivasi bawahan supaya dapat menguasai Informasi dan teknologi (IT), menjengukarganya yang sakit, melayat dan menghadiri acara tahlilan pada warganya yang meninggal dunia. 3) Bijaksana, Kepala Desa menyelesaikan permasalahan di masyarakat serta membuat kesepakatan pada acara Musdes maupun Musrenbangdes yang melibatkan perangkat desa, BPD, LPMD dan tokoh masyarakat. 4) Mencari Solusi, Kepala Desa mengadakan pelatihan komputer kepada bawahan, membentuk satgas relawan desa ketika pandemi covid-19, mengusulkan data warga tidak mampu ke data DTKS, menggunakan buku tanah desa ketika menyelesaikan sengketa tanah serta melakukan mediasi terhadap warga yang ingin bercerai. 5) Tumbuh, Kepala Desa bersama perangkatnya pada setiap hari Jum'at melakukan bersih-bersih di pinggir jalan desa serta Kepala Desa sebagai penengah memberikan jalan pendapat melalui musyawarah mencapai mufakat. 6) Berjiwa Sosial, Kepala Desa memberikan bantuan uang pengobatan kepada warganya yang sakit, memberikan bantuan air mineral kepada keluarga korban yang meninggal dunia, memberikan bantuan asbes kepada rumah warga yang terkena bencana, selalu menghadiri undangan kemasyarakatan dan mengajak masyarakat berpartisipasi aktif dalam penyelenggaraan pemerintahan. 7) Visioner, Kepala Desa dapat mewujudkan visi strateginya menjadikan desa aman dari pencurian Sapi dan mampu melakukan trobosan melalui usulan proposal pembangunan jalan aspal ke Pemprov dan Pemerintah Pusat. 8) Melayani, Kepala Desa telah mampu memberikan pelayanan administrasi dan pelayanan lainnya selama 1x 24 jam atau purna waktu.

Kata Kunci : Gaya Kepemimpin, *Servant Leadership*, Tata Kelola Pemerintahan Desa

ABSTRACT

This study aims to explain the servant leadership style in realizing the governance of Pakandangan Sangra Village. This servant leadership is motivated by the not yet optimal management of the village administration which has not been able to answer the demands of the community's needs. This study uses a qualitative method using the theory of Barbuto and Wheeler (2016) in simamora (2018). The results of this study indicate that: 1) Action, the village head takes action by appealing to his subordinates to enter the office, provide quality service and protect the village from cattle theft. 2) Empathy, the village head empathizes with not giving tasks to subordinates beyond their abilities, motivating subordinates to be able to master information and technology (IT), visiting sick residents, mourning and attending tahlilan events for residents who have died. 3) Wise, the Village Head resolves problems in the community and makes agreements at Musdes and Musrenbangdes events involving village officials, BPD, LPMD and community leaders. 4) Looking for Solutions, the Village Head held computer training for his subordinates, formed a task force for village volunteers during the Covid-19 pandemic, proposed data for poor residents to DTKS data, used village land books when resolving land disputes and mediated residents who wanted a divorce. 5) Grow, the Village Head and his apparatus every Friday clean up the village roadside and the Village Head as a mediator gives opinions through deliberations to reach a consensus. 6) Having a social spirit, the Village Head provides medical assistance to sick residents, provides mineral water assistance to the families of victims who have died, provides asbestos assistance to residents' houses affected by disasters, always attends community invitations and invites the community to actively participate in governance. 7) visionary, the Village Head can realize his strategic vision of making the village safe from cattle theft and able to make breakthroughs through submitting asphalt road construction proposals to the Provincial Government and the Central Government. 8) Serving, the Village Head has been able to provide administrative services and other services for 1x 24 hours or full time.

Keywords: *Leadership Style, Servant Leadership, Village Governance*

