

DEMOCRATIC LEADERSHIP IN IMPROVING LIBRARY STAFF PERFORMANCE

Gina Agustina¹, Suci Nurrahma Kuswati²

¹Interdisciplinary Islamic Studies, Universitas Islam Negeri Sunan Kalijaga, Indonesia

²Interdisciplinary Islamic Studies, Universitas Islam Negeri Sunan Kalijaga, Indonesia

*Corresponding Author: ginaagustina@gmail.com

Article Info

Article history:

Received : 22 Oct 2023

Acceptance : 30 Nov 2023

Published : 31 Dec 2023

Available online

<http://aspublisher.co.id/index.php/perspektif>

E-ISSN: xxxx-xxxx

How to cite:

Agustina & Kuswati. (2023). "Democratic Leadership In Improving Library Staff Performance". *Perspektif: Journal of Social and Library Science*, Vol. 1, No. 3, pp. 105-110, 2023.

ABSTRACT

This article is entitled *Democratic Leadership in Improving the Performance of Library Staff at the Tembilahan Riau Regional Library and Archives Service*, which aims to find out what forms of democratic leadership are applied by library heads to improve staff performance in regional libraries. This article uses descriptive qualitative methods with surveys and interviews as data collection techniques. The results show that the leader includes staff in planning related to librarianship, the leader directs and motivates staff to improve performance, the leader supports professional development and training of librarians to improve staff professionalism, the leader has an open attitude towards staff and is communicative to subordinates and provides supervision. to staff.

Keywords: Leadership, Democracy, Performance, Library



This is an open access article under the [CC BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) license

1. INTRODUCTION

Leadership is an action possessed by a person who is able to influence other people (Sukiyat: 2019). A very important role in leadership is that the person who plays the role of leader is able to influence other people/organizations to achieve a goal. Leadership is a science that is able to direct, influence and supervise someone to carry out tasks according to their orders to achieve predetermined goals (Fahmi: 2012). A person's leadership style is the spearhead in managing human resources in achieving the goals of an organization. If leadership can run as

expected then activities in the organization can run in accordance with organizational goals. Leadership includes the process of influencing to determine organizational goals and motivate the behavior of followers. Effective leadership will be realized if it is carried out in accordance with its functions. Leaders who carry out these functions have different types, such as how to influence, direct, and even encourage their subordinates to work according to the orders given. The types of leadership that can be used by leaders in an organization include autocratic leadership, militaristic leadership, paternalistic leadership, charismatic leadership and democratic leadership (Citra: 2014).

Libraries, being centers of information, really need leaders who are able to encourage their members to be able to work in accordance with the goals and functions of the library. According to Law No. 43 of 2007, a library is a place that contains information in printed and electronic form which is used to support education, research, and is also a place of recreation for its users. Libraries are also divided into several types, namely in Law No. 43 of 2007 there are 8 types of libraries including government libraries, provincial libraries, district/city libraries, sub-district libraries, village libraries, community libraries, family libraries, private libraries.

There are many types of leadership and types of libraries, so the researcher limited his research to focusing only on discussing democratic leadership carried out by the Head of Libraries in regional libraries. Democratic leadership is leadership that not only gives orders to subordinates, but the leader also takes part in being in the midst of others. Democratic leadership always provides opportunities for anyone to play a role in decision making (Mochtar: 1986). By implementing democratic leadership in libraries, it will clearly have an impact on improving the performance of human resources in libraries.

Human resources are a very important factor in an organization such as a library. The quality of running a library depends on the human resources within it. Library management can be assessed by looking at several factors, namely 5% of building facilities and equipment, 20% of library collections, 75% of human resources (Trimo: 1997). Because human resources have a huge influence, a librarian who has a leadership spirit is needed.

Human resource performance is influenced by two factors, namely internal factors that come from within themselves which include job satisfaction and organizational commitment. External factors are encouragement that comes from outside, such as encouragement from leaders and people around them (Harun: 2018). The performance of library staff is one of the factors that greatly influences the success of the library. No matter how good the library building is and the collection is complete, if the performance of the library management does not work optimally then the goals and functions of the library cannot run as they should.

Departing from the problems above, the researcher will discuss the transformation of the democratic leadership of library heads in improving the performance of library staff.

2. RESEARCH METHOD

This article uses descriptive qualitative research methods using a descriptive approach. Qualitative research is research that describes the situation or event being studied by describing objects based on facts (Jalaludin, 2004). This research method does not explain relationships, does not test hypotheses or predictions (Jalaludin, 2004). In this article the data sources used come from observation, interviews and documentation.

3. RESULT AND DISCUSSION

The leadership implemented in an organization greatly influences the performance of the staff within it. If the leadership is carried out in accordance with what the staff wants, then activities in the library will run according to its objectives. The leadership of the librarian at the Tembilahan Riau regional Library and Archives Service can be categorized as good and has earned the place and trust of the staff in leading the library.

Democratic Leadership Transformation in Improving Library Staff Performance

The leadership that the head of the library has in determining planning, decisions/policies for various library activities, that is, the final policy lies with the head of the library, but in determining plans and policies, the head of the library always involves/involves staff, either directly holding meetings/discussions or through the head of his/her department. each in stages. In this case, planning and decisions involve or are the result of joint discussions between superiors and subordinates so that the communication carried out looks quite good and harmonious and there is openness between the head of the library and the staff.

An organization like a library requires openness. Openness must be built well by leaders towards staff in order to improve staff performance. An attitude of openness can create an attitude of mutual understanding, respect and appreciation. It cannot be denied that openness will have a good impact and influence staff performance. Because every goal to be achieved, strategy to be implemented, decisions to be taken, plans to be realized, all of these activities require openness, involvement from staff and good cooperation between leaders and subordinates.

The democratic leadership of the head of the library can be seen from the decisions taken by the head of the library which are not absolutely in his hands,

but rather he involves staff in planning activities related to the library either through a tiered process or through meetings. Openness in receiving opinions from subordinates is also carried out, while conveying opinions from staff can be done through a tiered or structured process or during casual conversations with the head of the library. and for the openness of information related to librarianship, the head of the library also conveys it through morning assembly ceremonies or meetings led by the heads of divisions in each field. Openness is built by both leaders and their subordinates to create mutual trust between the head of the library and staff and can create a better working atmosphere and will have an impact on improving staff performance.

Increasing staff performance apart from involving staff in planning or decision making, in this case the head of the library provides direction to work professionally on a given job. This form of direction is carried out to motivate librarians to work effectively and efficiently which is carried out on various occasions, including during ceremonies. Direction is one of the most important functions in leadership and this direction should be carried out well by a leader. Direction can be done by giving orders and personnel motivation to subordinates. The directing function is a manager's leadership function to increase work effectiveness and efficiency to the maximum and create a healthy and dynamic work environment.

Democratic leadership type in providing direction, guiding, and communicatively motivating staff so that they want to act in accordance with a sense of responsibility. Directions are mostly carried out in morning roll call activities or at ceremonies every week. It is not only limited to directing morning assembly activities, in this case the head of the library provides direction to staff through communication within a group through meetings or gatherings in each field. In terms of direction, the head of the library always emphasizes improving performance in providing services to users. In improving staff performance, apart from involving staff in planning or decision making, providing communicative direction to staff, in this case the head of the library also provides opportunities for development and training for staff, this aims to improve staff professionalism, increase insight to face the need for information from the user.

The demands of information technology developments are a challenge for librarians in carrying out their activities. The current challenges for librarians require librarians to carry out professional development. Professional development is very important for staff to create quality human resources in the library. The head of the library always involves staff in library-related activities such as training, training and technical guidance, whether they participate as members or as resource persons. Apart from involving staff in training activities, the head of the library also always advises his staff to continue formal education in library science in order to develop staff insight.

Something that is no less important in improving staff performance is supervision. Supervision is a form of observation that is generally carried out comprehensively, by making comparisons between what is being implemented and what should be implemented. Supervision can generally be defined as a way for an organization to realize effective and efficient performance, and further support the realization of the organization's vision and mission.

4. CONCLUSION

The leadership carried out in improving staff performance is democratic leadership, indicators of democratic leadership carried out, namely the leader involves staff in carrying out planning related to librarianship, the leader provides direction and motivation to staff to improve performance, the leader supports professional development and staff training to improve staff performance. staff professionalism, leaders have an open attitude towards subordinates and are communicative to subordinates and provide supervision to staff.

References

- A. Anwar Prabu mangkunegara, Evaluasi Kinerja SDM, (Bandung: refika Aditama,2012)
- Amirullah, Kepemimpinan Dan Kerja Sama Tim. (Jakarta: Mitra Wacana Media,2015)
- B. Siswanto, Pengantar Manajemen. (Jakarta: bumi Aksara,2013)
- Citra L Tumbol, Gaya Kepemimpinan Otokratis, Demokratik, dan Laissez Faire terhadap Peningkatan Prestasi Kerja Karyawan pada Kpp Pratama Manado, jurnal EMBA, Vol. 2, No.1 Maret 2014
- Fahmi, Manajemen Kepemimpinan : teori dan aplikasi, (Bandung: Alfabeta, 2012)
- George R. Terry, Prinsip- Prinsip Manajemen, (Jakarta: Bumi Aksara,2013)
- Harun, Syamsuddin. Kinerja Pegawai. (Sidoarjo: Indomedia Pustaka, 2018)
- Jalaluddin, Rakhmat,. Metode Penelitian Komunikasi. (Bandung : Remaja Rosdakarya, 2004)
- Kartono, Kartini. Pemimpin Dan Kepemimpinan. (Jakarta: Raja Grafindo Persada, .2006)
- Mochtar Efendy, Manajemen Suatu Pendekatan Berdasarkan Ajaran Islam. (Jakarta: Bharantara Karya Aksara, 1986)
- Nurkolis, Manajemen Berbasis Sekolah. (Jakarta: Grasindo,2003)
- Pawit M. Yusuf, Perspektif Manajemen Pengetahuan, Informasi, Komunikasi, Pendidikan, Dan Perpustakaan, (Jakarta: Rajawali Pers, 2012)
- Siagian, P. Songang, Sistem Informasi Manajemen, (Jakarta: Bumi Aksara, 2001)
- Sjafri Mangkuprawira Dan Aida Vitayala Hubies, Manajemen Mutu Sember Daya Manusia, (Ciawi Bogor: Ghalia Indonesia, 2007)

Sukiyat, *Kepemimpinan yang Baik: Kepemimpinan Era Globalisasi Pendidikan*. (Jakarta: Jakad Media Penerbitan 2019).

Trimo Soejono, *Pedoman Pelaksanaan Perpustakaan*. (Bandung: Remaja Rosda Karya, 1997)

Undang-undang No 43 Tahun 2007 tentang perpustakaan.