ABSTRACT

ANALYSIS OF THE LEADERSHIP STYLE OF THE HEAD OF PERSONNEL AND HUMAN RESOURCE DEVELOPMENT AGENCY IN* SORONG SELATAN *REGENCY

Author *:* Ani Rumparmiyantini
Supervisors : Frida Chairunisa
Alam Tauhid Syukur

*The leadership style of a leader determines the success of performance within an organization, as leadership style is highly required to wisely manage various employee characteristics and conditions, as well as motivating employees to enhance their performance. Based on this consideration, the purpose of this study is to identify the leadership style of the Head of the Personnel and Human Resource Development Agency (*BKPSDM*) in* Sorong Selatan *Regency by applying the Path-Goal Leadership Theory developed by Robert House (1971).*

This study applied a qualitative descriptive research approach. The data collection techniques included interviews, observations, and documentation. Data analysis employed the Miles and Huberman model, which consisted of data reduction, data display, and conclusion drawing.

The results show that the most dominant leadership styles of the Head of the Personnel and Human Resource Development Agency in Sorong Selatan *Regency are the Directive Leadership Style and the Supportive Leadership Style. Meanwhile, the Participative Leadership Style and the Achievement-Oriented Leadership Style are less prominent. Although these latter styles have been implemented, their application has not been optimal. Therefore, the leadership of the Head of* BKPSDM *in Sorong Selatan Regency demonstrates a variety of complementary leadership styles that are applied adaptively and contextually, according to organizational situations and employee needs. Recommendations proposed as alternative solutions include developing structured work guidelines to reinforce the Directive Leadership Style, expanding practices of empathic communication and emotional support, enhancing inclusivity in participatory forums, and encouraging competency development based on performance targets.*

Keywords : *Leadership style, Path-Goal Theory, Head of* BKPSDM *Sorong Selatan Regency*

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