

## Leading Change: Exploring the Role of Women's Political Leadership in Driving Effective Development in Parangloe Village

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**ABSTRACT** - This study aims to analyze the influence of women's political leadership styles on the effectiveness of development in Parangloe Village, Bantaeng Regency. The research design employed is a quantitative method, utilizing a questionnaire as the main instrument. The population under study comprises the residents of Parangloe Village, Bantaeng Regency, and the sample size determination utilized the Slovin technique due to the large and challenging-to-reach population. The study selected 90 respondents as samples. Data collection methods involved both observation and the distribution of questionnaires. The data analysis technique employed in this study is regression analysis. Validity and reliability of the data were ensured through validity testing. The findings of this study indicate that the influence of women's political leadership styles on the effectiveness of development in Parangloe Village, Bantaeng Regency, is positive. This is supported by the average score of 168.8 or 84%, suggesting a very favorable position for the impact of women's leadership style. Furthermore, the research also reveals a positive effect of women's leadership on development in Parangloe Village, Bantaeng Regency, with a percentage of 69.1%, while the remaining 30.9% is attributed to other factors.

*Keywords: Political Leadership; Leading Change; Role of Women's*

### Introduction

Leadership is the capacity of an individual to exert influence, inspire, and rally others towards the attainment of a specific objective. Leadership is not solely contingent upon holding a formal position of authority (Nastain, 2021; Sihite & Saleh, 2019). Although holding a formal position can serve as a catalyst for the leadership process, mere occupation of such a post does not suffice to confer leadership upon an individual. Leaders must possess the aptitude to influence individuals to engage in action. Leaders can employ a diverse range of strategies, such as leveraging their legitimate authority, leading by example, establishing objectives, offering incentives and penalties, reforming the organisation, and effectively expressing a distinct vision. (Dacholfany, 2020; Permana, 2022). In other words, leadership is not just about having power, but also the ability to motivate and guide others towards a common goal. Effective leaders must possess interpersonal and strategic skills to successfully influence others positively and create a sustainable impact in achieving desired goals.

Villages are governed by authorities that are controlled in accordance with Law No. 6/2014 on Villages. The word "Village authority" denotes the privileges and obligations associated with the governance at the Village level. Examples of such authority include the rights of primogeniture and local governance at the village level. Moreover, the Village Law explicitly outlines the jurisdiction of local authorities at the Village level, encompassing several aspects such as Village administration, Village development, Village community, and Village community empowerment. These components are delineated by considering communal endeavors', rights of ancestry, and local traditions. The Law establishes a robust legal framework to govern the application of Village authority across several sectors, serving as the groundwork for the long-term development of Village communities.

The establishment of village autonomy within the context of Village Development necessitates the initiation of a well-structured village planning procedure, which should be subsequently complemented by effective programme governance. Efficient rural development is not solely a consequence of chance, but rather stems from deliberate selection of activities, not from random experimentation, but from meticulous planning. In order to implement local governance at the village level, the Village Government must develop a comprehensive village plan that encompasses all aspects of the village community (Kushandajani et al., 2020; Purba et al., 2021).

An intelligently devised strategy serves as the initial benchmark for executing a high-caliber programme, facilitating the engagement of the community in the process of village development. Engaging in the process of planning, executing, and assessing village development initiatives is not merely a duty, but also a tangible demonstration of the power to arrange and oversee local-scale village development. Purposeful planning steps not only establish a strong basis for programme implementation, but also encourage active community participation in advancing their own village. By autonomously implementing this procedure, villages not only depend on available local resources, but also establish long-term viability in the advancement of the region. Active participation of the community in the process of planning, executing, and assessing development initiatives not only ensures that the projects address genuine needs, but also cultivates a feeling of ownership and collective responsibility towards the progress of the village. Hence, the efficacy of the village development programme is gauged not alone by tangible accomplishments, but also by the community's proactive engagement and participation at every phase of the development process (Kessa, 2015). Each leader must possess a distinct leadership approach. Leadership style refers to the manner in which a leader demonstrates their expertise and capacity to lead. Typically, these manifestations have a specific pattern or configuration (Chaniago, 2017). The physical attributes of men and women may differ in terms of leadership, but when it comes to performing tasks, there is no discernible distinction between the two. In today's professional landscape, what is crucial is not an individual's physicality, but rather their experience and skills. This is undoubtedly the cause for the rise of women in leadership roles.

An ongoing topic of discussion in public and politics is the phenomenon of gender or gender equality. In Indonesia, the insufficient participation of women in public and political affairs is a persistent challenge, resulting in a gender gap that hampers progress. The participation of Indonesian women in public life, particularly in politics, is significantly lower. This gender disparity in social sector indicators poses a considerable problem at both the local and national levels. Indonesia has made a commitment to uphold gender equality through both national and international agreements. This commitment is reinforced by the 1945 Constitution, which explicitly mandates equal treatment for men and women. Additionally, the country has implemented gender mainstreaming as a policy (Rasyidinn & Aruni, 2016).

The lack of female participation in the political domain in Bantaeng Regency gives rise to several issues associated with diverse circumstances. An important element to consider is the dearth of motivation and enthusiasm among women to actively engage in politics. Some individuals may perceive politics as a domain still predominantly controlled by men, leading to a diminished inclination among women to actively participate. Furthermore, the political party structure in Bantaeng Regency is plagued by the difficulty of patriarchal culture. While women possess the same capacity as men in politics, party structures continue to be predominantly controlled by men. This leads to a disparity in political representation between men and women, resulting in a desire to rectify the imbalance.

One additional issue that contributes to the complexity of women's political representation is associated with economic considerations. The exorbitant expenses associated with politics provide a significant barrier for women aspiring to engage in political activities. This difficulty gives rise to a disparity in access, whereby women with comparable aptitude and capability may face limitations due to economic constraints while participating in political spheres that frequently need significant financial means. By comprehending these elements thoroughly, it is possible to formulate strategic initiatives and supportive policies aimed at promoting women's participation in politics in Bantaeng Regency. This will foster an inclusive atmosphere and promote fair representation across all levels of local political engagement (Lukman, 2019).

Parangloe Village is situated in Eremerasa Sub-district, Bantaeng Regency, with an area of 3.94 square kilometres. The current leadership of Parangloe Village is held by a female village chief. The development of a village is intricately linked to the village head's mindset, recognition, and cooperation with the community and local authorities. Consequently, this poses a significant task and predicament for the village head. The village head must carefully evaluate the creation of an appropriate leadership style in order to effectively achieve the desired growth of the village, which is closely tied to the vision and mission of the Parangloe village head. In order for the community to perceive an effective leadership style from the current female village head, it is important to observe and track the progress of the village under her leadership. The success of implementing the village development programme is directly influenced by the leadership skills of the Prangloe village head.

Consequently, the challenges encountered by the Parangloe village chief are progressively intricate, necessitating the capacity to not only guide, but also enhance his leadership skills. Within this framework, it is anticipated that the village leader possesses the ability to rally all sectors of the community within his village, with the aim of effectively executing the required development programme. The proposed research titled "The Effect of Women's Political Leadership Style on Development Effectiveness in Parangloe Village, Bantaeng Regency" is noteworthy due to its consideration of the intricacy of these responsibilities and the context of the challenges addressed. This study seeks to investigate and comprehend the direct influence of women's political leadership style on the efficacy of implementing development programmes at the village level. This research aims to offer comprehensive understanding of the contribution of women in attaining development progress at the community level, particularly in Parangloe Village, Bantaeng Regency.

## **Method**

The implementation duration for this research was fixed at 25 days, following the acquisition of faculty approval. The study is concentrated on Parangloe Village, Eremerasa District, Bantaeng Regency, and its subject revolves around "The Impact of Women's Political Leadership Style on Development Effectiveness in Parangloe Village, Bantaeng Regency." The study methodology used is quantitative, specifically employing a survey research design. The population being examined consists of the inhabitants of Parangloe local, located in Bantaeng Regency. The sample size consists of 90 respondents who were chosen from the local community. According to Sugiyono (2014), the data gathering procedure is a significant phase in this research. It is emphasised that the techniques used for data collection are essential for fulfilling the primary research purpose, which is to obtain the necessary data. This study utilised two data collection methodologies: questionnaires and observation. In order to analyse the data, the research employs a range of approaches, such as conducting validity and reliability tests to confirm the accuracy and consistency of the measurement tools. Afterwards, a straightforward linear test is used for data analysis to assess the correlation between the variables under investigation. Ultimately, hypothesis testing is performed to evaluate the

importance of the correlation between the political leadership style of women and the success of development in Parangloe Village, Bantaeng Regency. The research seeks to make a significant addition to the understanding of how women's political leadership styles affect local development by applying this strategy.

## Result and Discussion

The objective of this study is to present a comprehensive analysis of the impact of women's political leadership style on the effectiveness of development in Parangloe Village, Bantaeng Regency. Upon analysing the issues pertaining to village development, it can be inferred that the variable of women's leadership style has the capacity to enhance and foster the attainment of development in Parangloe Village, Bantaeng Regency.

### Respondent Information

Respondent identity according to gender aims to determine the level of comparison of male and female respondents. The frequency distribution of respondents according to gender can be seen in the following table:

Table 1. Respondent identity

No	Gender	Number of people)	Percentage (%)
1	Man	51	56.7
2	Woman	39	43.3

Source : processed by author

Based on the table above, the total number of respondents who are residents of Parangloe Village is 90 people. The number of male respondents was 51 (56.7%) and the number of female respondents was 39 (43.3%).

The identity of the respondents based on the age level of the Parangloe village community can be seen based on the table below

Table 2. Age level of respondent

No	Age	Number of people)	Percentage (%)
1	20-29 Years	18	20 %
2	30-39 Years	27	30 %
3	40-49 Years	39	43.3 %
4	50-55 Years	6	6.7 %
Amount		90	100%

Source : processed by author

Based on the table above, it shows that respondents aged 20-29 years were 18 people or 20%, 30-39 years old were 27 people or 30%, 40-49 years old were 39 people or 43.3%, and 50-55 year as many as 6 people or 6.7%.

The identity of the respondents based on the level of employment of the Parangloe village community can be seen in the table below.

Table 3. Respondents based on the level of employment

No	Work	Number of people)	Percentage (%)
1	Laborer	5	5,6
2	Honorary	2	2,2
3	Housewife	32	35.6
4	Student	6	6,7
5	Farmer	43	47.8
6	Self-employed	2	2,2
Amount		90	100%

Source : processed by author

Based on the table above, it shows that there were 4 worker respondents or 5.6%, 2 honorary respondents or 2.2%, 32 housewife respondents or 35.6%, 6 student respondents or 6.7%. , farmer respondents were 43 people or 47.8, and self-employed respondents were 2 people or 2.2%.

### Leadership Style

To conclude what Leadership Style is, the following inventory results from the scores for each indicator are as follows:

Table 4. Leadership Style Variable

No	Indicator	Score
1	Feminine Leadership Style	82.2
2	Masculine Leadership Style	86.6
Total		168.8
Average		84.4

Source : processed by author

The data presented in the table above reveals that the variable of Women's Political Leadership Style scores at 84.4%, placing it within the "strongly agree" category. This substantial percentage suggests a widespread consensus among the respondents, indicating a prevailing positive perception of the implementation of Women's Political Leadership Style in Pranagloe Village, Bantaeng Regency. The high score implies that the leadership style adopted by women in the political realm has been effectively embraced and executed within the community, showcasing a commendable level of approval and acceptance (Burrell, 2010; Cammisa & Reingold, 2004; Coughlin et al., 2011). This not only underscores the successful implementation of Women's Political Leadership Style but also reflects its integration into the local dynamics of Pranagloe Village, contributing positively to the overall socio-political landscape of Bantaeng Regency.

### Village Development

To conclude how the village is developed, the following are the inventory results of the scores for each indicator as follows:

Table 5. Village Development Variable

No	Indicator	Score
1	Increasing community participation	81.4
2	Increasing Community Knowledge and Skills	82.3
3	Increasing Business Ability and Capturing Business Opportunities	81.8
Total		245.5
Average		81.8

The table above displays statistics indicating that the Village Development scores at 81.8%, which falls into the "strongly agree" group. This substantial percentage indicates a significant level of agreement among the participants, suggesting a widespread favourable opinion of the effective execution of Village Development in Parangloe Village, Bantaeng Regency. This finding highlights the crucial importance of strong leadership in driving successful development projects at the village level, when considering the broader notions of leadership and development. The consensus on Village Development indicates that the community views the implementation of development initiatives and strategies as both effective and in line with their needs and goals (Kartika, 2012; Mansuri & Rao, 2003).

Essentially, the favourable reaction to the Village Development factor indicates that the leadership, encompassing both political and local authorities, has played a pivotal role in guiding the process of development. The favourable outcomes in village development seem to be influenced by effective leadership, which is characterised by strategic planning and community participation. This underscores the notion that sustainable development is closely connected to leadership strategies that align with the community and actively include them in the decision-making procedures for the advancement of their location.

### **The Influence of Women's Political Leadership Style on Development Effectiveness in Parangloe Village, Bantaeng Regency**

To see the results of the Influence of Women's Political Leadership Style on Development Effectiveness in Parangloe Village, Bantaeng Regency, through the results of questionnaires answered by respondents from the Parangloe village community, carried out using regression analysis with the help of SPSS version 25, it can be obtained as below:

#### **F Test Results**

Table 6. F Test Result

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2774,531	1	2774,531	196,449	,000b
	Residual	1242,858	88	14,123		
	Total	4017,389	89			

a. Dependent Variable: Village\_Development

b. Predictors: (Constant), Female\_Leadership\_Style

The influence of women's political leadership style on village development can be determined using simple linear regression. This was done to analyze one independent variable, namely Women's Political Leadership Style (X) on Village Development (Y) in Parangloe Village, Bantaeng Regency. Decision making in a simple linear regression test refers to two things, namely:

- If the significant value is greater than 0.05, it means that variable X has an effect on variable Y, then the Hypothesis (Ha) is accepted
- If the significant calculated f value is less than 0.05 ( F table), meaning that variable X has no effect on variable Y, then the Hypothesis (Ha) is rejected and the Hypothesis (Ho) is accepted.

The statistical data analysis results presented in table 6 reveal a significant relationship between Women's Political Leadership Style (X) and the Village Development variable (Y). Utilizing ANOVA to establish a simple regression equation model, the calculated f value (196.449) surpasses the critical f-table value (3.95). This significant difference, combined with a low significance level of 0.000 (which is less than 0.05), strongly supports the conclusion that the variable Women's Political Leadership Style indeed influences the Village Development variable.

This statistical confirmation indicates a significant influence of Women's Political Leadership Style on the observed village development. The results suggest that the leadership approach utilised by women in the political sphere has a noticeable impact on the advancement and efficacy of development projects within the village setting. This highlights the significance of inclusive and efficient leadership, specifically from women in political positions, as a driving force for favourable transformations in local development. The existing correlation between the leadership style of

women in politics and the development of villages provides valuable understanding of leadership dynamics and its impact on community progress (Okafor & Akokuwebe, 2015; Oplatka, 2006; Pratiwi et al., 2023). This sheds light on the complex relationship between political leadership and the overall advancement of villages.

### Simple Regression Results

Table 7. Simple Resression Result

Coefficients <sup>a</sup>		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	15,050	3,330		4,520	,000
	Women's_Leadership_Style	1,097	,078	,831	14,016	,000

a. Dependent Variable: Village\_Development

Interpreting the regression equation provided above, it reveals a regression coefficient (b) value of 0.831. This signifies that the independent variable, Women's Political Leadership Style (X), exerts a positive influence on the dependent variable, Village Development (Y). The positive coefficient suggests that an increase in Women's Political Leadership Style is associated with a corresponding positive effect on the progression of Village Development in Parangloe Village, Bantaeng Regency. Furthermore, the results of the t-test indicate that the t count (14.061) is greater than the critical t-table value (1.662), and the significance level (Sig) is 0.000, which is less than 0.05. This statistical outcome leads to the conclusion that Women's Political Leadership Style significantly and positively influences Village Development. The hypothesis testing, considering a 5% error rate (0.05), supports the assertion that Women's Political Leadership Style has a discernible impact on Village Development in Parangloe Village, Bantaeng Regency. In summary, the comprehensive analysis of the regression equation, t-test results, and hypothesis testing collectively affirm the positive association between Women's Political Leadership Style and the observed progress in Village Development, providing valuable insights into the role of women's leadership in shaping the developmental landscape of the community.

### Coefficient of Determination Results

Table 8. Coefficient of Determination Results  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.831a	,691	,687	3,758

a. Predictors: (Constant),  
Female\_Leadership\_Style

The statistical data analysis in Table 8 offers useful insights into the relationship between Women's Political Leadership Style and Development Effectiveness. The computed correlation coefficient (R) is 0.831, showing a significant positive correlation between the variables. The R Square value of 0.691, which is comparable to 69.1%, highlights the importance of Women's Political Leadership Style in explaining the variation in Development Effectiveness. The significant

R Square value indicates that 69.1% of the observed changes in Development Effectiveness may be attributable to the influence of Women's Political Leadership Style. This indicates a strong and beneficial influence, emphasising the crucial importance of women's leadership in enhancing the effectiveness of village development projects.

Nevertheless, it is essential to recognise that the remaining 30.9% of the variances in Development Effectiveness are impacted by characteristics that were not expressly investigated in this study. These unexplained features may encompass external factors, socio-economic situations, or additional variables that were not explicitly examined in the research. The findings highlight the significant impact of Women's Political Leadership Style on Development Effectiveness. This suggests that a strong leadership style among women is associated with improved effectiveness in village development. This underscores the significance of cultivating and bolstering proficient political leadership, especially among women, in order to advance prosperous and influential development endeavours at the local level.

## Conclusion

Based on data analysis and discussion of the influence of women's political leadership style on the effectiveness of development in Parangloe Village, Bantaeng Regency, several significant conclusions can be drawn. First, Women's Political Leadership Style is proven to have a positive and significant influence, as seen from the results of statistical testing of the answers to the questionnaire of the people of Parangloe Village, Bantaeng Regency. Secondly, the results of statistical testing also show a substantial level of influence of Women's Political Leadership Style on Development Effectiveness in Parangloe Village, Bantaeng Regency. This is indicated by the significance value (sig.) of 0.000, which is smaller than 0.05, and the calculated t value which is greater than the t table ( $14.061 > 1.662$ ). This conclusion indicates that the relationship between Women's Political Leadership Style and Development Effectiveness has a high level of relationship and can be considered as a factor that contributes positively in the context of village development.

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