

RESEARCH ARTICLE

Transformational Leadership in The Era of Society 5.0: A Conceptual Review

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ABSTRACT

This research aims to analyze transformational leadership in the era of society 5.0. The research method used in this research is the library method. The findings from this research are that transformational leadership in the era of society 5.0 is leadership that means changing the followers or subordinates being led towards organizational development. This is because in the era of society 5.0 which prioritizes humans as the source or center of innovation while remaining technology-based so that this leadership model is able to bring change towards the era of society 5.0.

KEYWORDS

Transformational Leadership; Era of Society 5.0; Leader.

INTRODUCTION

Recently, a new term has emerged which is the vision of the Japanese government, namely *society 5.0*, an idea that explains the revolution in people's lives with the development of the industrial revolution 4.0. The concept that we want to convey is how there is a revolution in society that utilizes technology while also considering human and humanities aspects (Al Faruqi, 2019). In the era of *society 5.0*, drones are introduced which enable people to no longer queue and wait longer for goods to be delivered (Al Faruqi, 2019). With the support of robots, the internet of things (IoT), and also artificial intelligence. In short, *society 5.0* gives hope for speed, convenience, comfort, and at the same time significant added value in meeting needs, both in the industrial world and for people's lives in general.



Figure 1. Discussion about Strategic Leadership

However, rapid population growth in urban areas gives rise to many problems that are unique to urban areas, such as the decline in the quality of public services, reduced availability of land for housing, high levels of congestion on highways, difficulties in getting land for parking, increasing levels of energy consumption, accumulation of waste, increasing crime rates, and other social problems. These problems are predicted to continue to increase along with the increase in population. If the solution still uses conventional methods, then these problems cannot be resolved quickly and precisely (Kustanto & Rahman, 2020). To realize leadership in the era of society 5.0, it requires a leader who is transformational and innovative, so it is very important to have a leadership model that is suitable for a leader. In this writing, the author uses a transformational leadership model in the era of society 5.0 .

METHODS

This writing method is literature study. This method collects information or data through books, research materials, seminars, journals or articles that are relevant to the issue being studied (Alawiyah, Rahmat, & Pernanda, 2020; Hakim, Banjarnahor, Purwanto, Rahmat, & Widana, 2020; Ma'rufah , Rahmat, & Widana, 2020; Rahmat, Madjid, & Pernanda, 2020; Utama, Prewito, Pratikno, Kurniadi, & Rahmat, 2020; Widha, Rahmat, & Basri, 2021). The flow of the research process is as follows:

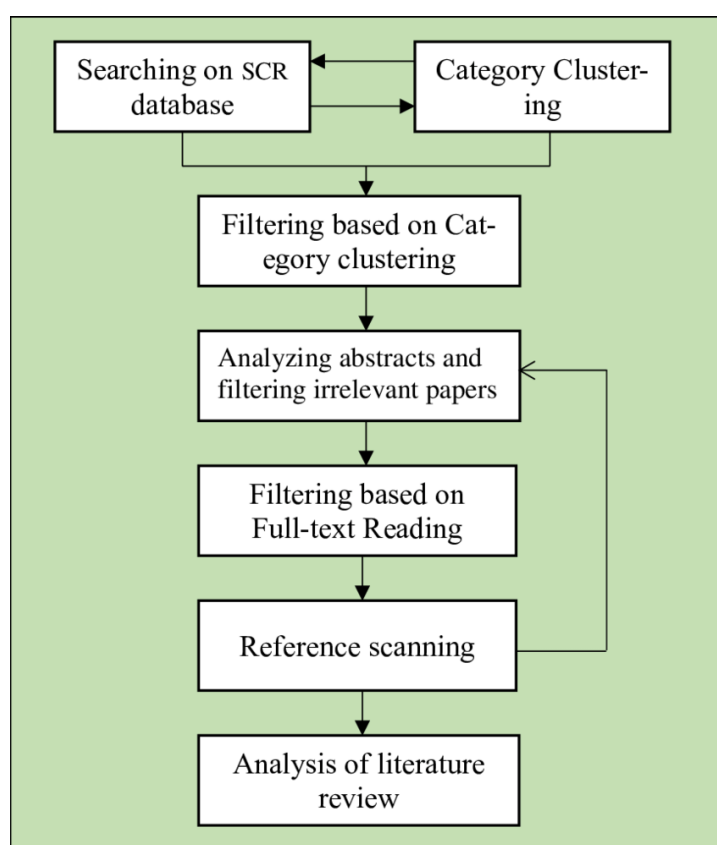


Figure 2. Flow Chart Literature Study

RESULT AND DISCUSSION

The era of society 5.0 is a concept of a new order of life in society. Through the concept of the society 5.0 era, it is hoped that people's lives will be more comfortable and sustainable. The basic principle in the era of society 5.0 is balance in business and economic development with the social environment. With technology in the era of society 5.0, the problems created in the industrial revolution 4.0 (such as reduced socialization between communities, job opportunities, and other impacts of industrialization) will be reduced and better integrated (Al Faruqi, 2019). The use of

technology is not only a tool to make personal and business life famous, but it must also be able to make people famous (Rahmat, 2019b, 2019a; Ratnamiasih & W, 2014; Utama et al., 2020).

Looking at the era of society 5.0 which is the development of the industrial revolution era 4.0 which is known as the era of degradation of the role of humans into the era of humans as a source of innovation and will be the center while remaining technology based. Therefore, leadership is needed that continues to support the development of the *smart city concept*. According to the author, one leadership model that is suitable here is transformational leadership. Harbani (in Asbari et al., 2020) states that transformational leadership means changing the followers or subordinates being led towards organizational development.



Figure 3. Strategic Leadership Framework

According to Kuswaeri (2016), in implementing transformational leadership, there are ten principles of transformational leadership that must be considered, namely: (1) the leader's vision is clear and communicated to subordinates; (2) subordinates' awareness of the meaning and importance of their work tasks; (3) have an orientation towards achieving the vision together; (4) pioneering nature of change; (5) continuous development of personal potential; (6) a learning process occurs for subordinates; (7) the process of empowering the potential of subordinates; (8) the process of developing innovation and creativity; (9) the realization of a culture of cooperation within the organization; and (10) creating a conducive organizational work climate through partnerships, multilevel communication, and respect for ethics and morality (Kholifah et al., 2020; Purnawati et al., 2017).

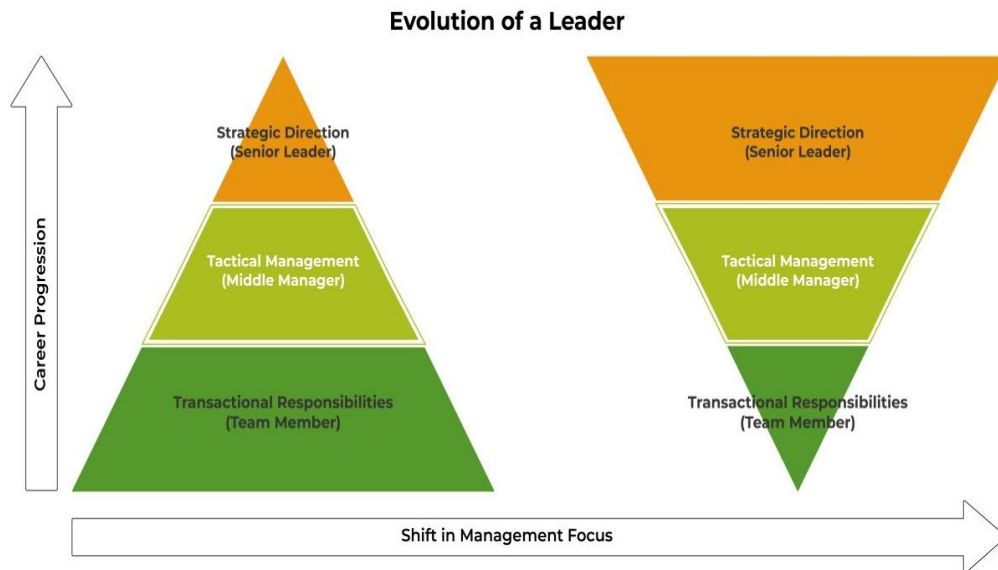


Figure 4. Evolution Leader

In this way, transformational leadership will be able to have a positive influence on both subordinates, leaders and the organization, especially in conditions leading to the era of society 5.0 like today, where there have been various changes in the strategic environment of the organization with dynamics, development, complexity and high levels of competition. very high. The transformational leadership model is very appropriate to apply in a bureaucratic organizational environment, especially in order to solve various strategic problems faced by the organization.

There are three important aspects of smart leadership, namely smart people, smart governance and smart infrastructure, technology and environment. Smart people is the use of information and communication technology to improve the quality of human resources in terms of knowledge and skills. Smart governance is the government's ability to manage and control the use of information and communication technology in the context of developing and implementing the smart city concept. Smart infrastructure, technology and environment regarding infrastructure development are realized, including through strengthening the city infrastructure planning system, developing river flows, increasing the quality and quantity of clean water. A smart environment means an environment that can provide comfort, resource sustainability, physical and non-physical beauty, visual or not, for its people (Estuningtyas, 2018; Graha, 2020; Nastiti & Abdu, 2020; Rahman & Widiyanto, 2020).

CONCLUSION

Based on the description above, it can be concluded that transformational leadership in the era of society 5.0 is leadership that means changing the followers or subordinates being led towards organizational development. This is because in the era of society 5.0 which prioritizes humans as the source or center of innovation (*human centered*) while remaining technology-based so that this leadership model is able to bring change towards the era of society 5.0.

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