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## DEMOCRATIC LEADERSHIP IN THE MILLENNIAL GENERATION FOR PREPARATION TOWARDS THE SOCIETY ERA 5.0

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### ABSTRAK

Generasi milenial saat ini mendapatkan tantangan tersendiri setelah adanya era digital 4.0, yaitu era *society* 5.0 dimana perkembangan teknologi menjadi lebih cepat dari sebelumnya. Adanya kemajuan teknologi sekarang membuat Indonesia harus melakukan perubahan revolusi mental demi membangun negara menjadi lebih baik. Untuk melakukan perubahan yang besar tersebut, maka gaya kepemimpinan model lama sudah tidak lagi berguna. Salah satu gaya kepemimpinan yang baik untuk diterapkan adalah kepemimpinan demokrasi. Demokrasi merupakan suatu model kepemimpinan dimana pemimpin melibatkan bawahannya dalam menyalurkan gagasan dan pengambilan keputusan. Beberapa pekerja sekarang didominasi oleh generasi Y, oleh sebab itu generasi milenial akan menentukan perubahan revolusi mental terutama untuk persiapan menuju era *society* 5.0, dimana teknologi akan berdampingan dengan manusia. Dengan diterapkannya kepemimpinan demokrasi pada era *society*, generasi milenial secara tidak langsung telah melakukan perubahan mental yang berdampak positif karena saat dahulu milenial ingin berpendapat, mereka tidak dapat menyampaikan gagasannya melalui media konferensi daring dan harus bertemu untuk berdiskusi tentang ide tersebut. Saat ini, penggunaan media sosial dalam persiapan menuju era *society* membuat informasi menjadi tidak terbatas ruang dan waktu.

**Kata kunci:** kepemimpinan demokrasi, milenial, era *society* 5.0.

### ABSTRACT

*The millennial generation is currently facing its own challenges after the digital era 4.0, namely the era of society 5.0 where the development of technology is faster than ever. The existence of technological advances now, makes Indonesia must make changes to the mental revolution in order to build a better country. To make such a big change, the old model of leadership style is no longer useful. The one good leadership style to apply is democratic leadership. Democratic is a leadership model where leaders involve their subordinates in channeling ideas and decision-making. Some workers are dominated by Y generation, therefore, the millennial generation will determine the changes of mental revolution, especially in preparation for the era of society 5.0, where the technology will coexist with humans. With the implementation of democratic leadership in the era of society, millennials indirectly has made mental changes that have a positive impact, because the past millennial, if they want to argue, they can not convey their ideas through certain media like an online conference, and have to meet to discuss the ideas. Now, the use of social media for preparation towards the society era makes information unlimited space and time.*

**Keywords:** democratic leadership, millennial, society era 5.0.

## 1. INTRODUCTION

The development of technology in the era of society 5.0 is much faster than before during the digital era 4.0. Now, many media platforms are found that support the smooth dissemination of information. Not only on social media, but information that used to only exist in newspapers or print media and television, today internet users are able to access it through internet pages because the company keeps up with the times.

Like some newspaper, now has developed its information by uploading news through their website. Similarly, television channels that previously could not show rebroadcast, now at YouTube, internet users can see the broadcast again or whatever channels they want. With the current advances technological, Indonesia must be able to adapt to the way to make changes in the mental revolution in order to build a better country. To make such a huge change, the leadership style with the old model certainly cannot be applied in this new era.

The effectiveness of a leader is influenced by the characteristic of his subordinates and it is related for communication process that occurs between the leader and subordinates, and also a capable leader can certainly monitor directly and directs also provide a positive input for their employees. It will generate employee become interest to work harder and produce maximum performance's result (Yunarsih, 2020).

Every leader is expected to have ideals leadership style which adapted to the conditions and demands time. A good leader is a person who strives to create a good working relationship with subordinates, and for maintaining this condition, a leader must influence his subordinates to work effectively.

Each individual should apply the concept of leadership style that is adapted to the conditions that are currently happening in society. Some of these leadership styles include democratic leadership, authoritarian leadership, visionary leadership, servant leadership, and ethical leadership.

Generation Y or millennial generation is the generation born in the 80-90s era. So it can be estimated that currently the millennial generation has range of age 20 to 39 years, in Indonesia, there are around 80 million people aged between 17 to 37 years (Pandie, 2021). It can be said that the millennial generation is the main generation in the work industry.

In addition to the large quantity, the millennial generation is a productive age generation born between 1981 to 1999 (Martin & Tulgan, 2002) or according to BPS, which is born from 1980 to 2000, which means that in 2020 they are 20 to 40 years old (Hayati, et al., 2021).

One of the leadership styles that can be applied to millennials is the democratic style. By collaborating using information technology in the society era, the model or style of democratic leadership will be easier in its application in millennial generations for preparation towards society era 5.0, because the technology is coexist with human.

## 2. DISCUSSION

The era society 5.0 began to be formalized in 2019 as the latest resolution of Industry 4.0. Currently, technological capabilities are not only limited to the dissemination of information through the internet, but the scope of the technology extends to renewable technologies, namely the existence of robotic systems. One of the sophistications of technology in the era of society is analysis using big data. It can be applied to any of the leadership styles to move the company forward.

This new digital era, the process of globalization changes is running very quickly such as the availability of the Internet of things and Artificial Intelligence (AI) that changes the environment and some value elements in society significantly (Imtinan, 2021). Millennial generations are the hope of the nation to make changes for the progress of the country.

Millennial generation also known as Y generation. At this time, Y generation is the workforce who dominates human resource needs. The dominance of Y generation also can be interpreted that Y generation is a determinant of the organization's successful in the next few years.

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Therefore, the millennial generation will determine the changes of mental revolution, especially in preparation for the era of society 5.0, where the technology will coexist with humans, and currently some workers are dominated by Y generation. And along with the times, today the millennial generation is used to using social media for various activities such as searching for information, uploading content and even polls which can be done online.

A leader is someone who uses his leadership authority with the aim of leading others and taking responsibility for the person's work to achieve a goal (Mustomi, 2020). Leaders who excel in the era of society 5.0 must have 4 competencies, namely leadership, language skills, competence in the field of Information Technology and the ability to write in pouring their ideas (Imtinan, 2021).

Every leader is expected to have ideals leadership style which adapted to the conditions and demands time. A good leader is a person who strives to create a good working relationship with subordinates, and for maintaining this condition, a leader must influence his subordinates to work effectively.

A leader should be able to predict what challenges will occur in the future, so that the leaders and organizations they lead can survive in the future. With the help of already advanced technology, the leader will be easier to perform the task. Leadership is the process of influencing others to achieve goals under certain circumstances (Yhani, 2021).

According to Imtinan (2021) leadership is the art of inviting and moving others to work in achieving goals. Leadership style is a characteristic or behavior of leaders used to influence and move others to achieve a certain goal. After being able to survive in the era of the industrial revolution 4.0, the millennial generation is now required to make changes that adapt to the era of society where current technology is becoming more advance, such as AI sensors and big data analysis.

One of the leadership models that can be applied on millennial generation for preparation to the society 5.0 is the democratic leadership style. The democratic style is a leadership model that involves subordinates in the decision-making process, where leaders always try to prioritize cooperation and teamwork in order to achieve goals, and can receive suggestions, opinions and even criticism from subordinates (Djunaedi, 2018).

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Democratic leaders distribute responsibility, empower subordinates and include them in the decision-making and also employ an egalitarian approach (Caillier, 2020). Democratic leadership functions as a means of engineering compliance with dominant goals and values and harnessing staff commitment, ideas, expertise, and experience in realizing these (Fakhri et al., 2021).

Democratic leadership is also known to motivate the employees to perform better, as their views and opinions are valued. The democratic leadership allows the employees to make decisions along with sharing them with the group and the manager (Al Khajeh, 2018).

Democratic leadership places people as the main and most important factor in every organizational group. The democratic leadership style is manifested by the dominance of behavior as a protector and savior, as well as behavior that tends to advance and develop the organization.

Democratic leadership styles is a manifestation of the behavior of a principal who is used to influence his subordinates in order to their job with pleasure for achieve goals which has been determined together, and its indicators according to Karyaningsih et al. (2021) are as follow:

- a. Workloads are shared
- b. Willing to accept opinions, criticisms and suggestions
- c. Subordinates are considered as implementing components
- d. Disciplined but not rigid
- e. Engaging subordinates in decision-making
- f. Trust subordinates by keeping surveillance
- g. Two-way communication
- h. There is cooperation with subordinates
- i. Putting the common interest first
- j. Giving subordinates the opportunity to develop their initiatives and creative power
- k. Be wise in the division of duties and responsibilities and Suave
- l. Always willing to help teachers and other employees.

Two way communication and coordination with subordinate can do with online conference example with Zoom or GoogleMeet. Leader can do the democratic style according to its indicators easily and fast. With the democratic leadership model in millennials generation, leaders and subordinates will know each other the latest ideas from various opinions, so that it will create a resolution that can be applied to an organization.

The leadership style of a democratic is characterized by a space to exchange opinions, so that all problems are resolved by deliberation between a leader and employees. Deliberations provide many opportunities for the organization to channel various ideas, suggestions or criticisms which can be constructive for firm performance.

The democratic leaders always embrace and protects his subordinates without differentiating one from another. Democratic leaders can solve various problems which occur in organization wisely and be decided together. Democratic leadership must be adapted to the current conditions of society's demands. Ideal leadership is born from the leader's competences in leading his company.

The application of the democratic leadership model in the society era is considered good to be applied because the community or the millennial generation now has better knowledge and education compared to ancient times. Another is the case with authoritarian leadership, which is considered not necessarily to think and understand the situation from the existing problems (Imtinan, 2021).

Society era is very different and more advance than industry 4.0, because some companies or organizations can use big data according to the technological advances in the era of society in order to be able for analyze ideas and conduct poll calculations. Millennial generations who stay in any firms hopefully can contribute toward the change of technology and information.

The company uses some big data, which is available in some of industry, then directs subordinates to contribute ideas that are useful for the company through the results of big data analysis. Big data analysis is carried out in accordance with the progress of the era of society, where all technology will coexist with humans. For this reason, the leader should provide direction and discuss the ideas with subordinates in according to democratic leadership style in technological developments.

By collaborating using information technology in the society era, the model or style of democratic leadership will be easier in its application, such as conducting polls or the latest ideas through the internet and getting results quickly.

Democratic leadership applied in millennials generation for preparation toward the era of society, for example, leaders direct employees to use attendance with AI sensors, prioritize deliberation and involve employees in decision making that can be done through the company's website. This can help employees to be more disciplined and honest because of the detection of face sensors when conducting attendance absences and help facilitate company performance with online polls and online conferences.

People can use social media as an intermediary to convey ideas, opinions and criticisms of the government or certain organizations, so that leaders can directly see and read the aspirations of the community or their subordinates through social media without having to ask individually one by one. Some companies also can use big data to analyze some of informations about anything so it can helps their employee to do their best performance.

Currently, there are also virtual conference or meeting platforms or containers such as GoogleMeet, Zoom or streaming from other social media. Leaders and subordinates can do a virtual face to discuss the latest ideas and ideas for the continuity of the organization. Considering that there was a pandemic in era society, technology really helps to overcome the existing problems.

Therefore, the implementation of democratic leadership will greatly facilitate the leadership to coordinate with subordinates. Democratic leadership is the style when a leader distributing responsibility among the subordinates, empowering employee and aiding the organization's process of decision-making.

With the implementation of democratic leadership in the era of society, people indirectly has made mental changes that have a positive impact because when the first people want to argue can not directly convey to superiors or leaders because through several processes, such as having to meet and face to face first. Now, the use of social media makes information unlimited space and time.

### 3. CONCLUSION

The development of the times and technological advances require society to continue to make great changes. In order to make these changes, the leadership style of the old model is no longer effective so that there needs to be a renewal of leadership models that follow the times.

Society era is very different and more advance than industry 4.0, because some companies or organizations can use big data according to the technological advances in the era of society in order to be able for analyze ideas and conduct poll calculations. And also millennials generations are always use a social media for give and take informations.

Y generation is the workforce who dominates human resource needs. Some workers are dominated by Y generation. Therefore, the millennial generation will determine the changes of mental revolution, especially in preparation for the era of society 5.0, where the technology will coexist with humans.

By collaborating using information technology in the society era, the model or style of democratic leadership will be easier in its application, such as conducting polls or the latest ideas through the internet or online conferences and getting results quickly. Leaders become faster to get information about ideas from subordinates virtually and unlimited space and time.

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