

The Model of Spiritual Leadership in Transforming the Millennial Generation Economy in Bali

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Abstract. The spiritual leadership model is a guide between genetic theory, social theory, ecological theory, and the divine theory in transforming the millennial generation economy. The problem examined in this article is how the model of spiritual leadership in transforming the millennial generation economy in Bali? The methodology used is qualitative with data collection techniques, namely participatory observation, interviews, literature reviews, case studies, and documentation. Data sources refer to the concept of leadership in Blimbingsari Village as well as a comparison with the economic changes of the millennial generation, specifically the millennial generation that relies on business in the tourism sector in Bali. The results of the study show that the model of spiritual leadership can transform the millennial generation economy in Bali through the cultivation of spiritual values, work ethic, social capital, and entrepreneurial spirit. The spiritual leadership model can be applied to all sectors of Indonesian society's life in the economic, social and cultural fields.

Keywords: Leadership, Spiritual Leader, Transformation Economy, Millennial Generation.

1 Introduction

Increasingly strong globalization needs to be balanced with the awareness that the market mechanism is not always able to solve the problem of resource inequality. Development policy must pay attention to the need to reorganize the asset management and management system in the region[1]. The economy of Indonesian society, specifically the millennial generation has undergone a change from traditional or conventional systems to digital economy or digital technology. This change is very necessary for the role of leaders in managing Indonesia's assets and human resources, specifically the millennial generation in Bali that relies on the tourism sector as its economic driving force. In managing this millennial generation economy, the role of spiritual leaders is very meaningful in order to transform an all-technology economy.

The term leadership has been widely known, but in order to transform the economy, social, culture in society, we need a model and concept of spiritual leadership. Each leader can act as a means for determining group structure, group atmosphere, group goals, group ideology, and group activities[2]. Leadership is basically a pattern of relationships between individuals who use authority and influence to work together to achieve their desired goals[3].

The role of spiritual leaders greatly influences change in urban and rural communities, specifically the millennial generation which continues to be influenced by technological

developments or digital marketing. Therefore, the problem examined in this article is how is the model of spiritual leadership in transforming the millennial generation economy in Bali? This research is expected to be used by all leaders in Indonesia to improve and transform the economy of the community, specifically the millennial generation who live in the era of digital technology. Thus, the model of spiritual leadership can be applied to all sectors such as economics, social, and culture.

2 Research Method

The method used in this study is qualitative and quantitative. The use of this mixed method aims to describe various data such as number of people, gender, occupation, type of entrepreneurship, and questions interpreted with certain meanings [4]. This research applies inductive research that focuses on individual meaning and translates the complexity of the problem[5].

This research was conducted in Bali Province and compared it to the progress of the generations in Blimbingsari Village. With limited natural resources and human resources, the people of Blimbingsari Village were able to rise to become a prosperous village today through the application of models and concepts of spiritual leadership. The informant determination technique is purposive sampling. The documentation method used is stored notes, books, newspapers. Direct observation techniques through observation and recording of phenomena that arise in the process of economic transformation of millennial generations in Bali.

3 Result and Discussion

3.1 Spiritual leadership

Leaders in Blimbingsari Village from generation to generation always start their activities using spiritual values and other social capital. Social capital is related to relationships that have been fostered for many years as well as kinship and cultural values embraced by the community[6]. Every leader must think strategically, be long-term, broad-oriented, and focus on achieving maximum results during his leadership. The leadership of I Made Runggu around 1940 until 1969 underwent an economic transformation in Blimbingsari Village, Bali[7]. Leaders and the community must have the principle of togetherness to get out of the zone of poverty, suffering, and ignorance. Poor and haunted villages were transformed into famous tourist villages to date. A change does not go smoothly, but requires a long process and patients from the leaders and members of the community. The leaders continue to be motivated, pray, and convince community members to keep up the spirit until now.

Spiritual leadership is leadership that brings the dimension of worldliness to the dimension of divinity[8]. God is a true leader who inspires, influences, serves, and moves the conscience of every human being wisely through an ethical and exemplary approach. Spiritual leadership has ethical values, attitudes, and behaviors in an effort to motivate oneself and others[9]. With Christian faith and strong spiritual values from I Made Runggu, I was able to become a leader in Blimbingsari Village at that time, thus becoming a role model for every young generation in his village. Thus, spiritual leadership is a system of leadership based on

religious ethics, spiritual intelligence, faith, conscience, and has a fighting spirit in transforming its economy.

Spiritual leadership is leadership that is able to inspire, arouse, influence, and move oneself and others to be wiser in developing their regional potential and decide everything under their leadership. The concept of spiritual leadership does not only refer to religious leaders, but applies to all leaders who work in an institution, organization, or company. Everyone must be able to lead themselves with spiritual principles. Self leadership is the first step in recognizing and understanding the importance of spiritual leadership. Thus, spiritual leadership must be owned by all humans and especially everyone who will or lead other people, institutions, organizations, companies, and so on.

3.2 Learning From the Spiritual Master

A spiritual leader and quality is very difficult to find in today's complex and digital millennial era. This leadership crisis also makes the millennial generation difficult to find exemplary in improving their economy or entrepreneurial spirit. The concept and model of spiritual leadership is the leadership principle of the Lord Jesus who serves humanity regardless of the background and social status of the people he serves. The leadership of the Lord Jesus greatly inspired all religious leaders and various social groups [7]. Every leader is not only the position and power to be achieved, but must be willing to sacrifice and serve with all his heart in every aspect of his service. If leaders want the welfare of their members and specifically the millennial generation in Bali, then the spiritual leadership model is applied in their respective institutions.

Principles and values of spirituality are very influential on one's leadership patterns. The leadership style used by I Made Runggu is the Path-Goal Theory[10]. This leadership style shows that a leader must try to explain to the people he leads what is the goal and how to achieve that goal. In explaining this goal, spiritual values become the basis, so that the members carry out their duties joyfully. Spirituality helps build character in a person to serve selflessly, so that it can affect the lives of the people they lead. Millennial in Bali desperately need leaders who serve and are innovative in the face of global economic competition and current technological developments. The influence of leaders who have spiritual values in their leadership can make new breakthroughs in transforming the economy of society and millennial.

3.3 The Emergence of Spiritual Leaders

Many people are leaders in this world, but not necessarily categorized as leaders who adopt a model of spiritual leadership. There are several theories that give rise to a leader, among others: Genetic theory, namely leaders who have talent due to heredity; social theory that is a leader prepared or formed by parents and other parties; and ecological theory that is a leader who emerges through talents that existed from birth, then prepared through experience, environment, and formal education[11]. These three theories are often and mostly found in every leader from the past until the millennial era today. Quite a number of leaders adopted this theory, so that leadership was oriented to power, nepotism, and even corruption.

The leaders expected by the millennial generation in Bali are leaders who have integrity, serve, and prioritize the principles of spiritual leadership. The spiritual leadership model is very urgent in this sophisticated technological era. Therefore, the theory that underlies the

emergence of spiritual leaders is Divine theory that is a leader who is established, prepared, and guided by God during his leadership[12], [7]. It is this theory that starts someone who wants to be a leader in the digital economy era in shaping the character of leadership that serves and has integrity. That is, the application of the spiritual leadership model is a strategic step in accommodating the needs of spiritual values and improving the economy of the community, specifically the millennial generation in Bali. So, every leader in this world must lead with the principles of spirituality, so that his leadership is not corruption, collusion and nepotism and is not arbitrary in exercising his power.

Spiritual leadership is someone who runs his leadership in accordance with the rules and pleases God. They must have the skills and personality that must be exemplified by all members of the surrounding community. The success of a leader does not lie in the level of knowledge of concepts and theories of leadership alone, but which are more important in real action through love, justice, peace and prosperity for everyone. Leaders who apply the model of spiritual leadership have a responsibility to transform the economy of the community or millennial generation in Bali.

3.4 Principles of Spiritual Leadership

The leadership model applied so far in Indonesia is largely not a model of spiritual leadership. This proves the lack of commitment from a leader in carrying out his duties honestly, with integrity, and wise. Many regional heads namely governors, regents and mayors go to jail for corruption. Ministers, members of the DPR, DPRD, DPD, and other state institution leaders who were arrested by the Corruption Eradication Commission (KPK) and spent the rest of their lives in prison. The actions of leaders like this make the millennial generation lose their example and enthusiasm for entrepreneurship. Therefore, the model of spiritual leadership is highly expected by the millennial generation in developing entrepreneurial spirit in the tourism sector in Bali.

Spiritual leadership style is very suitable to be applied to all institutions, both social institutions, government institutions, and business institutions or companies. The spiritual leadership model is an indicator of one's success in leading an institution because of spiritual intelligence. Spiritual intelligence has an 80% share in the success of one's career in leadership and in other fields of work[13]. Spiritual leadership can explore spirituality in life and high leadership of everyone when carrying out their leadership duties[14]. Therefore, whatever position and task carried out by someone must apply the model of spiritual leadership. As long as his leadership must be a blessing for members and others around him. This commitment will actually strengthen people's trust in their leaders, so that the millennial generation is increasingly confident in developing their business by utilizing technological advancements.

3.5 Spiritual leader driving the millennial generation of economic transformation

Management of innovation and creative development is the task of a spiritual leader. This leadership principle aims to encourage the millennial generation to have an entrepreneurial spirit by utilizing technological advances in developing their business. Through the efforts it carries out, it can prosper its economic life and improve the economic values of the surrounding communities. A spiritual leader means a leader who is able to act as a thinker, planner, and encourage the millennial generation to have an entrepreneurial spirit. The community of Blimbingsari initially did not have abundant natural resources and human resources, but through the leadership of I Made Runggu who implemented a model of spiritual

leadership, the village generation finally had the spirit of entrepreneurship and developing the natural potential around it. Develop spiritual tourism attractions such as a blend of Balinese culture with Christianity in places of worship and worship[15], [16].

Natural potential and plantations in Blimbingsari Village became a medium of innovation and creative leaders and communities at that time. The dimensions of innovation greatly influence the results of community members' performance in increasing productivity. Innovation is supported by a dimension of creativity which ultimately leads to an increase in economic resources as a logical consequence of increasing productivity. The environment of rural communities that have agricultural, livestock, and plantation products was developed into innovative products and marketed throughout Bali. The concept of rural economic transformation can be applied to the lives of millennial generations in Bali which is full of the hustle and bustle of the tourism industry. Millennials can innovate agricultural, plantation, and livestock products into products exported outside Bali or abroad, so that their economic value is higher. This innovation is needed by the millennial generation in Bali through leaders who apply the values and concepts of spiritual leadership. No matter how great a person's strength in leading an institution or organization, he must continue to apply the model of spiritual leadership, namely love and justice. Power can function positively if it is in accordance with God's purpose, otherwise power for self-interest or group interests negatively affects the surrounding community[12]. The fragility of one's leadership can affect the moral decline of its members and even the millennial generation which continues to be confronted with technological advances. A leader must show a good image wherever he is by applying divine values and character in carrying out his leadership duties[12]. Thus, each leader cannot stand alone, but needs support from other people or members.

4 Conclusion

The spiritual leadership model is a practical solution in transforming and improving the millennial generation economy in Bali. Business opportunities in the tourism sector that have been well-known so far are needed innovation and creativity from the millennial generation by utilizing technological sophistication. All agricultural, plantation and livestock products in Bali can be converted into products that have high economic value. In achieving this goal, the millennial generation requires leaders who are innovative, creative, and have spiritual values so that self-esteem arises for the millennial generation for entrepreneurship. The spiritual leadership model is a leader who cares about the community or millennial generation because he has a soul of selfless service. Leaders who apply spiritual values in their leadership can certainly respect the work of others or encourage millennial generations to innovate and be creative by using technology wisely, so that the resulting work or products can compete internationally. Thus, the spiritual leadership model becomes an indicator of success in building the personality and character of the millennial generation in order to transform and improve the economy of a nation.

Acknowledgements.

This research was supported by the Institute for Research and Community Service (LP2M), Dhyana Pura University, Bali. We also thank the Blimbingsari Village community for helping to provide data to complete this research.

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