THE ROLE OF LEADERSHIP IN DEALING WITH FACTORS DRIVING CHANGE IN THE REVOLUTION 4.0 ERA

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Abstract

In over the world, including Indonesia's nations, is in the midst of the 4.0 industrial revolution. The success of an individual may be measured by the performance of the industry that is developing in this 4.0 age. However, an individual success is also determined by the leadership attitude maintained by the company's identity leader. This research aims to examine the role of leadership in coping with the 4.0 revolution's driving elements. This kind of paper is based on qualitative research and literature reviews. Analysis and research connected to books, papers, journals, or other relevant sources that are continuous with the title were conducted as part of the literature review for this topic. In the face of revolution 4.0, the paper concludes that there are four sorts of leadership styles to consider: "Social Supers, Data-Driven Decisives, Disruption Drivers, and Talent Champions."

Keywords: *Driving Factor, Leadership Style, Era of 4.0 Revolution*

1. INTRODUCTION

In over the world, including Indonesia's nations, is presently confronting the 4.0 revolution age, which is known to bring about a transformation in which the labor of the community will be aided by machines. For example, prior to joining the 4.0 revolution period, people still undertook physical labor (Sutrisno, 2021). It's similar to traveling there, except when individuals enter Industry 4.0, they no longer walk but instead employ machines to make their journey simpler. The machine is either a motorcycle or an automobile (Haris, 2019).

The success of an individual may be judged by looking at how well an industry is doing in this era of 4.0 technological advancement. The leadership attitude that an identity leader of the organization have is one of the factors that determines whether or not they will be successful in their role (Sani et al., 2021; Sudja'i & Mardikaningsih, 2021).

In certain instances, there are still businesses and linked organizations that have not incorporated revolution 4.0's drivers. In research conducted by Soraya et al. (2021) it was determined that in addition to corporations, existing institutions in Indonesia must also pay attention to the 4.0 revolution's developments. Schools are one example of the agency outlined. In Indonesian schools, students are also able to be prepared for the 4.0 and 5.0 revolutions that will occur in the future; thus, if students begin preparing now, it is assured that they will have the means to prepare themselves in the future.

In light of the information presented above, the researcher is trying to pursue the topic of " The Role of Leadership in Dealing with Factors Driving Change in The Revolution 4.0 Era" This study was written with the intention of analyzing the function that leadership plays in coping with the driving elements that are present in the period of the 4.0 revolution. Only

literature studies that were conducted on journals or articles that were related to the formed title were utilized to create the limits that were employed in this article.

2. RESEARCH METHOD

This study aims to analyze the role of leadership in dealing with the driving factors in the 4.0 revolution era. This type of article is written using qualitative research using literature studies. The literature study carried out in writing this article includes analysis and also studies related to books, articles, journals, or other relevant sources that are continuous with the title. According to Zed (2014) literature study is a research method carried out by collecting several relevant sources, which are then followed by recording and reading steps so that they become research results. Journals, articles, or books can be used as sources of research. Existing phenomena that are strengthened by the existence of up-to-date sources are the research that will be carried out this time. Likewise, Nazir (2014) argues that literature study can also be called literature study. Literature study referred to here is an activity related to research that aims to analyze related documents, several books, several reports, some notes, some relevant literature to solve the problems that are being faced by researchers. The following figure explains the research method to be carried out.
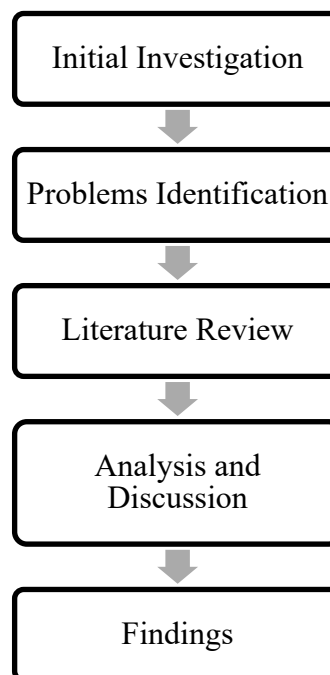
Figure 1 Research Framework (Rumetna, 2018)

3. RESULT AND DISCUSSION

According to a literature review that has been conducted, there are four models of leadership types that can be utilized when confronting the 4.0 revolution. These models include "Social Supers," which refers to a commitment to doing good, "Data-Driven

Decisives," which refers to the process of decision-making based on data, and "Disruption Drivers," which refers to the courage to make long-term decisions while taking into consideration future trends (Renjen, 2019). Last but not least, Talent Champions model, which refers to the process of cultivating talent or human resources that are ready to be utilized and are able to endure disruption (Priatna, 2019; Sony et al., 2022).

According to the reviewed literature that was carried out, around 34 percent of respondents indicated that the success that may be achieved by leadership can be impacted by social impact aspects. It is also divided based on numerous crucial factors in terms of social effect, including 17 percent for financial success, 53 percent for executives, and another 17 percent for employee satisfaction.

In addition, this research helps shed light on "Social Supers", which are defined as leaders who have a track record of success in "doing good things perfectly" and are able to significantly boost revenue through the creation of new products or services that are based on improved social or environmental awareness. They were 12 % more likely to state that the present workforce composition was equipped for the process of digital transformation, and they showed a considerably stronger desire to train their employees (54% vs 37%).

 1) Strategy for Facing the Industrial Revolution 4.0

The lack of sparking a vision of what the leader wants is one thing that needs to be considered. As it is known, that the need for the future can be met based on a good leadership analysis. In addition, leaders must also be able to analyze the changes that may occur in the future.

 2) Data-Based Decision Making

One way and strategy that is considered effective in facing the 4.0 revolution era is to make decisions based on existing data. The data meant is not only quantitative data, however, qualitative data is also an important point in making decisions to face the 4.0 revolution era. Leaders in each company strongly agree with this method with a percentage of 62%. The leaders explained that this would be beneficial for them and the company.

 3) Technology Will Disrupt Process

Investment in revolution 4.0 is one of the investments that have been made by executive leaders in a company. This is done because it protects itself from the possibility of a disruption that can disrupt the market or other industries. If presented in a percentage comparison, then the ratio is 67%:33%. "This defensive approach stems from the assumption that if they focus too much on short-term results, it will lead to a lack of understanding of technology and also reduce the range of technology options that can be used to support their production processes."

 4) Disruption Originator

The factor that influences the emergence of disruption is believed by most of the respondents is the opportunity for the growth of various new innovations, which in the end also plays a role in supporting their business growth. This will then encourage executives to invest in technology with a clear focus on improving their market. Executives are also more likely to say they feel ready to lead in the Industry 4.0 era (45% versus 32%) and more confident the organization is ready to face the opportunities associated with the Industrial Revolution 4.0.

 5) Building Skills

In expressing their opinion on the workforce to face the Industrial Revolution 4.0, more than half of the leaders (55%) highlighted a significant mismatch between HR skills and the capabilities needed in the future, with 25% still preferring to hire new employees over retraining the workforce. they are currently. Another part (57%) stated that they still believe that the education system is not good enough to prepare incoming workers, so the possibility of a mismatch between skills and organizational desires is getting bigger. This also makes respondents expect talent champions to have the right skills needed by the organization or company. Therefore, they then try to assume that responsibility by training their employees' skills to face the future of work (51% versus 41%). They are also more likely to invest in technology to prepare themselves for the competition that will arise in the Industrial Revolution 4.0 (42% vs 32%).

4. CONCLUSION

This paper comes to the conclusion that there are four different models of leadership types to consider when confronting the 4.0 revolution. These models include "Social Supers," which refers to a commitment to doing good, "Data-Driven Decisives," which refers to the process of decision-making based on data, and "Disruption Drivers," which refers to the courage to make long-term decisions by considering trends. The last model is known as "Talent Champions," and it refers to the process of cultivating talent or human resources that are both ready to be utilized and able to thrive in the face of disruption.

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