

ABSTRACT

ANISA NURAENI. 2026. Transformational Leadership Style of the Village Head in Improving Development in Bangbayang Village, Cipaku District, Ciamis Regency.

This research was motivated by observations indicating that the transformational leadership style of the Head of Bangbayang Village in improving village development has not been optimal. This is shown by the presence of several problem indicators, namely development decision-making that has not been fully based on an analysis of priorities, needs, and long-term impact; the appreciation given for the performance of village officials that has not been carried out in a structured and sustainable manner; and the still limited training available to improve the capacity of village officials, particularly in the field of village government digitalization.

The research method used was a descriptive method with a qualitative approach. Data collection techniques were carried out through observation, interviews, and documentation. The research informants consisted of seven people: the Village Head, the Finance Secretary, the Head of Finance Affairs, the Head of Planning Affairs, the Head of Government Affairs, the Hamlet Head, and the Chairperson of the Village Consultative Body (BPD). The theory used was the transformational leadership theory of Avolio and Bass (1993) as cited in Handoko (2024: 70–71), which encompasses the dimensions of charisma, inspiration, intellectual stimulation, and individualized consideration.

Based on the research findings, it is known that the Transformational Leadership Style of the Head of Bangbayang Village in Improving Village Development has not been optimal. Of the 11 indicators studied, 8 indicators have been implemented optimally, while 3 indicators have not. The obstacles encountered include the absence of a structured reward system, a suboptimal analysis process in development decision-making, and limited budget and opportunities for conducting training for village officials. The efforts made include the Village Head striving to increase the motivation of village officials by giving appreciation for performance achieved in accordance with the village government's capabilities. In the development decision-making process, the Village Head continues to encourage the implementation of more participatory deliberations so that decisions taken align with the community's needs and priorities. In addition, the village government also strives to improve the competence of village officials through participation in training, technical guidance, and outreach programs organized by the regional government and related agencies, so that the capacity of village officials in supporting the implementation of development can continue to improved.

Keywords: Transformational Leadership Style, Village Head, Village Development