

Challenges and Opportunities for Leadership and Talent Development Graduates of Cadets

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Abstract

Youth have an essential role in the nation. Youth are considered pioneers of change; therefore, youth leadership and talents must be cultivated to the maximum. However, many challenges must be done by the government in developing it. Polytechnic of Land Transportation Bali is one of the universities that have the responsibility of developing leadership attitudes and youth talents. This research will examine the challenges and opportunities of leadership and talent development of Polytechnic of Land Transportation Bali cadet graduates. The research method used is descriptive qualitative research with literature study data collection techniques. The result of this study is that people in Indonesia have a traditional mindset to reduce the potential possessed by youth. Certain leadership and talents will be underestimated. However, it can be overcome by holding a leadership and talent program at the Polytechnic of Land Transportation Bali. The graduates were given character building before completing their education at the Polytechnic of Land Transportation Bali.

Keywords: Leadership, Talent, Polytechnic of Land Transportation Bali



1. Introduction

Leadership development has long been regarded as a fundamental responsibility of all areas of study within colleges and universities[1]. The existence of youth is the main point of national defence. Youth have an important role in the development of Indonesian civilization. The formation of the Indonesian state is inseparable from the role of youth. In fighting for independence, the youth took an important part. Likewise, after independence, youth became pioneers of change. Youth is the determinant of the direction of travel of the nation. History records, the role of youth in defending independence[2]. This is shown by the revolution spearheaded by the youthAs organizations increase their learning budgets and step up their reskilling efforts to meet changing business needs, it becomes increasingly important to strengthen their learning capacity for future disruptions. Importantly, these questions influence talent management practices that have been critical to organizations maintaining their competitive advantage. [3].

Cadet graduates of the Polytechnic of Land Transportation Bali or known as Poltrada Bali are one of the youth groups that have an important role in Indonesia. The characteristics of youth who graduate from cadets are energetic, dynamic, creative, and innovative[4]. These young men have extraordinary potential including having a brave personality, being physically strong, communicating, and having a wide network. Graduates of this Polytechnic have idealistic thinking, high care, activity, and an unyielding spirit. However, this potential must be developed so that these young people can play a maximum role as agents of change in Indonesia[5].

Apart from being agents of change, youth must defend the country from various threats that interfere with the sovereignty and interaction of the Indonesian nation. This role does not escape the development of the leading spirit of the youth[6]. Youth leadership has a role in determining and designing the direction of Indonesian national development. Talents, ide, and ideas of young people can present a more progressive perspective[7].

Youth leadership is needed in solving the nation's problems. Youth leadership is needed so that there is a circulation of leadership to pass on the leadership relay from old to young figures[8]. Youth leadership is considered important because of the relatively complex situation and challenge. Talent development (TD) is an essential constituent of Talent Management[9]. We recognize that the trends shaping today's workplace have made talent development invaluable to employee professional development and an organization's competitive advantage[10]. Given the difference between a growth mindset and a rigid mindset to student learning and motivation, understanding how to foster a growth mindset in students is a top priority[11]. Although it is possible to change students' mindsets with short interventions, it is possible to explore how students develop growth mindsets in naturalistic environments and how teachers and schools can encourage growth mindsets in students. We still have a lot to learn about what we can do[12].

Poltrada Bali is a polytechnic within the Ministry of Transportation. This polytechnic is directly responsible to the head of the Transportation Human Data Resources Development Agency[13]. This institution produces graduates who are reliable and professional in the field of land transportation. As one of the polytechnics, Poltrada Bali is responsible for improving the leadership of cadets. Character development is a mandatory program that must be present in every college[14]. The program that can be implemented is to improve the quality and quantity of organizations or communities at both the University and Faculty levels. In addition, a program on character development and leadership of cadets is also needed to form a disciplined and idealistic leadership character[15].

However, in its implementation, there are many opportunities and challenges in developing the leadership attitude of cadets in the Poltrada Bali. The author will conduct a study of opportunities and challenges which are then divided into two topics of discussion, namely the challenges of Poltrada Bali cadet graduates in developing leadership and talents and secondly, the opportunities for Poltrada Bali cadet graduates in developing leadership and talents[16]. It is hoped that through this research it can provide recommendations regarding the formation of cadet graduates who already have leadership and performance skills, input for the implementation of the curriculum can also be given later[17].

2. Research Method

This research method is descriptive qualitative. Qualitative research is research based on the philosophy of positivism[18]. This research is used to research natural objects, which the researcher is a key instrument for analyzing data. The data collection technique used in this study is a literature study. The literature review method enables researchers to implement rigorous and reliable analysis of scientific sources[19]. Several scientific review methods exist as literature-based reviews, using a framework as a methodology, theory-based reviews aimed at theory development, hybrid types, and bibliometric analysis. Considering the research gap, the authors consider that the analysis was carried out by means of a literature review. Figure 1 shows a schematic of the research methodology.

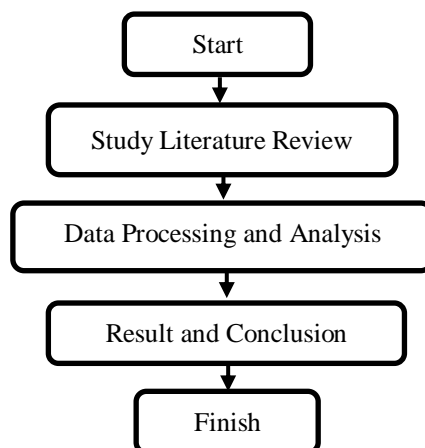


Figure 1. Schematic of the Research Methodology

2.2 Literature Review

Kartono in his writings said that leadership has a relationship between the leader and the led. Leadership develops as a result of automatic interaction between the leader and the people being led (Kartono, 2016). Based on Kartono's opinion, leadership can be interpreted as a person's ability to influence and encourage people effectively and efficiently to achieve goals.

In essence, every human has leadership. Miftah in Muswianto said that leadership is an activity to influence the behavior of others (Muswianto). Every young man must be in national development. In addition, based on Article 20 of Law Number 40 of 2009 concerning Youth, it is explained that every young man has access to self-development, and the opportunity to play a role in planning, implementing, supervising, evaluating, and making strategic decisions in youth programs.

"Talent consists of those individuals who can make a difference to organisational performance, either through their immediate contribution or in the longer term by demonstrating the highest levels of potential". Sakhyan in Muswiyanto said that Indonesian youth have the right to develop their leadership character. Youth leadership development is an activity to develop the exemplary potential and youth movement. Leadership education through higher education will in still leadership values and knowledge in youth. Mindsets are useful because they are a general approach to challenges a leader may face and allow them to adapt to situations and people. Skills are specific to a particular situation, whereas mindsets are more flexible, allowing individual actors to be more free to improvise and adapt to the unique demands of the situation. For example, if a manager coaches an employee using a prescribed coaching process and the employee exhibits behavior that is inconsistent with that process, it is difficult for the manager to adapt and meet the demands of the situation. there is. However, when leaders approach the same coaching process with a mindset that allows for flexibility and adaptability, they are more likely to deliver what employees need today. I repeat Mindset is a general approach that fits different personalities

zand allows individuals to lead in authentic and natural ways. For example, cautious introverts are open to new and conflicting information and can refine their perspective by reading from a variety of sources. achieve the same purpose. Subhagista said Indonesia needs a brave young generation. The social problems faced by the nation require the role of youth who have a leadership attitude. The development of youth in development is the responsibility of the government, society, and educational institutions. The younger generation is required to optimize their minds, priorities, and potential in building the nation[20]. Promoting these features in youth development (YD) programs requires creating an infrastructure with the capacity to put in place supportive people, policies, and practices. The creation of this infrastructure this capacity involves identifying talent, providing onboarding, and offering responsive support and training for all cadets.

4. Result and Discussion

4.1 Challenges of Polytechnic of Land Transportation Bali Cadets Graduates in Developing Leadership and Talents

Kishore Mahbubani in the book "Asia, New Hemisphere of The World" says the pillar of the progress of western bandage is the culture of meritocracy. This culture has a simple principle that every individual in society has potential resources, therefore every individual has the right to equal opportunities in developing themselves and contributing to society[21].

Leadership development using a meritocracy culture can produce quality leaders in the nation. In this culture, all talents are considered potential and there is no trivial talent or discrimination against one's talent. In modern understanding, the culture of meritocracy is required to be supported by strict, complex, and objective individual assessments without any discrimination[22].

In traditional societies, just like Indonesia, meritocracy cannot be applied. The regeneration of dreamers is a patron-client relationship[23]. This trait requires the leader to get "blessings" from those who have influence. This will result in leaders who do not have adequate qualifications and tend to have a "licker" type. The weakness of this culture in Indonesia is reflected in the selection of class leaders in the educational sphere. In the sphere of education, leaders are selected based on seniority in the absence of testing so the capacity produced by the leader is not very good[24]. Within the scope of work, in graduates of certain universities, this way of regeneration still exists and is still developing in society.

Talent development will also be effective if you use the principle of meritocracy. Everyone has the same talents and deserves to be cultivated. Principles like this will float every potential possessed by the individual[25].

Graduates of the Poltrada Bali have challenges in developing a career. Most transport companies do not apply the principles and culture of meritocracy in the regeneration of employees. This results in a low building of employee character to extinguish the talent and leadership potential of employees who graduated from Polytechnic. Talent management strategies are increasingly being branded as differentiators for attracting and retaining high-potential talent. As specific programs target specific organizational levels, the focus should be on providing cutting-edge learning opportunities to advance skills to meet changing needs. Talent management initiatives focus on the employee lifecycle as an effective strategy for retaining top talent. This increases the engagement of top talent and improves employee satisfaction.

4.2 Opportunities of Polytechnic of Land Transportation Bali Cadets Graduates in Developing Leadership and Talents

The leadership crisis among youth has made universities one of the institutions for character development, interests, and talents in Indonesia. Universities are at the forefront of producing superior resources and instilling leadership. Poltrada Bali, an institution that produces graduates who have leadership, needs to equip its cadets with various abilities. Leadership is a The character has a high attitude of empathy. Empathic model leadership will have a significant impact on the performance of the organization.

Poltrada Bali has the opportunity to create leadership and talent development programs for cadets and cadets to prepare intelligent graduates. Universities must focus on developing student leaders to build character in best practices. For example, the Stanford Graduate School of Business provides leadership best practices as a learning curriculum. The college even has podcasts about leadership by inviting global leaders from different fields. This podcast talks about the mitigation of leaders, effective communication, and the leadership skills needed (Akbari). In addition to Stanford, Cambridge University in the United Kingdom has a Cambridge Institute for Sustainability Leadership which aims to create a generation of leaders who are by the SDGs. Leaders play a crucial role in building and sustaining organizations in the face of globalization, technological advancement, political instability, and cultural change, and organizations always need leaders who can lead successfully in multiple areas.

Leadership programs carried out effectively and periodically can produce Poltrada Bali graduates with leadership and talent. The application of a meritocracy culture can also change the way people view leadership and the skills that everyone has. This will produce employees who have leadership and are creative, active, and romantic.

4. Conclusion

This study concluded that Indonesian people have traditional thinking that considers some people unable to lead and have trivial talents. Leadership is obtained from the recommendations of seniors and seniorities to produce leaders who have low qualifications. Poltrada Bali has the opportunity to develop the leadership and talents of cadets by creating leadership programs periodically and intensively to produce graduates who are talented and have a leadership spirit.

AUTHORS' CONTRIBUTIONS

All authors. Contributed to the design and implementation of the research, the analysis of the results, and the writing of the manuscript.

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