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Synergy of National Leadership to Strengthen State Diversity and Integrity of the Republic of Indonesia

Sugianto

Abstract

Indonesia is a unitary country with a diverse population. In this country, there are various ethnic groups, religions, and races that live side by side. But in the midst of a pluralistic society, there are problems that threaten diversity. The social conflict that occurred in the community, whether it was racially, ethnically or religiously, then occurred in several regions in Indonesia. In an effort to strengthen the unity of the nation, ultimately the role of leaders is needed to be able to unite the people who were fragmented due to the conflict. This study uses qualitative methods, where research data are obtained from primary data which are the result of observation and secondary data which is a search of documents and literature studies.

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Keywords: synergy, national leadership, strengthen, diversity, and integrity

Introduction

The synergy of national leadership is now clearly seen so low; this can be known from the development process which is self-directed and not coordinated as an integrated system. The low level of synergy between national leaders is of public concern because it can hinder the national development acceleration and weaken the unity and entity sense in this pluralistic country. The main problem faced by this nation is the difficulty in carrying out communication

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and coordination among National leaders. This problem has implications for all lines of the nation and state life, where the national leadership holds the main government control in carrying out national development policies aimed at realizing the national ideals as stated in the opening of the 1945 Constitution¹.

The difficulty for national leaders to work together and carry out communication and coordination can be seen from the selfish, group and party attitudes. On the other hand, it encourages leaders to be primordial and corrupt so that when their accountability is measured, and their moral values, integrity, and capabilities are seen, it will be very difficult to emulate. On the basis of this problem then the thought arises to issue a regulation regarding the recruitment system of national leadership, it is necessary to have value standardization to measure national leadership accountability².

Indonesian pluralism is very clear because it consists of many ethnicities and ethnic groups that inhabit all corners of the country. This diversity enriches the treasures of the nation's culture as a unified whole. On the other hand, this diversity also contains potential differences that can ignite conflict if it is not addressed wisely. In the phrase "Unity in Diversity" there is meaning "even though it is different but still one", which means that a lot of diversity makes the Indonesian nation still one nation. Thus, this diversity can be strengthened by national leaders intention to have a strong synergy that can strengthen diversity³.

The decline in individual morality, accountability, social, institutional and global national leaders makes it difficult to find national leaders who are able to work together, uphold the values, principles, and truths they believe. Leaders who are able to exemplify others to make changes related to the thinking process. A person who has the national leadership nature must be able to have high integrity and demonstrate a strong attitude towards determination in acting in accordance with the true principles and not be afraid of shocks that will undermine its leadership qualities. Integrity morals are a measure of national leaders to be able to work together.

Based on the above matters, the article title raised is the **national leadership synergy to strengthen the diversity and integrity of the Republic of Indonesia**.

Theoretical Review

Leadership

National leadership is currently facing enormous challenges and heavy. The problem complexity in the midst of a pluralistic society makes these challenge must be addressed appropriately and wisely. Not to mention the rapid changes flow at this time due to globalization impact. National leaders in the reform era are still far from people's expectations. The various problems of national leadership ultimately have an impact on all dimensions of life in the community, nation, and state up to national stability and the integrity of the Republic Indonesia Unitary.

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Based on these matters, national leaders are required to be a figure that can be a source of inspiration for the community, a place where the community aspirations have a place to be heard and acted upon and at the same time become an example for the people they lead and represent the country in protecting society. The national leader is also not a person who is only capable of building himself into a great individual individually, but absolutely building cooperation to synergize between national leaders to make Indonesia a great country within the framework of the Unitary Republic of Indonesia (NKRI).

Leadership ethics according to Terry^{4,5} for National Leaders include: organizational ethics, institutional ethics, power ethics, and wisdom ethics.

Whereas the need for national leaders to be able to build communication in order to create synergy among them is to maintain national unity or national integrity. Prerequisites for the national integration realization according to Zuhdi⁶ include:

1. The existence of understanding and awareness and determination to unite as the Indonesian nation in the NKRI container from Sabang to Merauke based on Pancasila.
2. The existence of understanding, awareness, and agreement on national goals and objectives listed in the Preamble of the 1945 Constitution.
3. Realization of welfare and security that is fair throughout Indonesian territory. Without equitable welfare, it is difficult to create security conditions, on the contrary without security conditions conducive to development to realize prosperity, it is difficult to implement.

Therefore, national integration demands equal rights treatments for all and every citizen. This means that national integration will only be

carried out well as long as there is a guarantee that citizens' basic rights and dignity are respected and not denied being raped or harassed. This means that without guarantee, integration becomes weak.

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A synergy is a form of Win-win solution that is produced through the collaboration of each party without the feeling of losing. According to Covey⁷ if $1 + 1 = 3$, that's what is called "Synergy". Synergy is to complement each other and complete differences to achieve results greater than the number of parts per section. Further according to Hampden - Turner⁸ states that synergy activity is a process that involves various activities, which go together so as to create something new. Synergy is the result of a dialogic relationship between different sources of knowledge and is a process that accumulates various kinds of knowledge. Then Hartanto⁹ states that synergy is a new idea, which is formed from various kinds of ideas put forward by many parties to produce a new idea, which is based on a new mindset or concept. In each working group in the organization, the synergy quality which is an effective synergy is essentially the result of combining process in which to overcome problems and the integration of ideas carried out by parties who trust and support each other to produce a new and correct idea gives intrinsic satisfaction to all parties. The emergence of new ideas and the satisfaction that follows will not be obtained without all parties effective collaboration.

Understanding the synergy quality as quality of critical collaboration results is in line with collaboration quality in collaborative processes as expressed by Gray¹⁰, and as expressed by Bennis & Biederman¹¹ as creative collaboration, which describes collaboration that can produce more than what is estimated by anyone. Indeed, the theory of synergy (synergy) refers to a synergic management style in an organization that is always creating harmony^{12,13}.

Research Method

This research does not want to test something on other matters but **1** tends to look more deeply at the national leadership synergy in order to strengthen **1** the diversity and integrity of the Republic of Indonesia. Therefore this study uses qualitative methods, where research data is obtained from primary data which is the result of observation and secondary data which is a search of documents and literature studies

results related to the national leadership synergy in strengthening the diversity and unity of the state. The data obtained is then validated using data triangulation techniques, this is done so that the data used can help the analysis process objectively.

Discussion

Current conditions of national leaders synergy

The role and existence of national leaders in realizing constructive change are needed. However, the optimization of the national leader's role is not enough, because it requires synergistic aspects with all other national leaders elements to solve various national problems. National leaders are not only represented by the President only but also spread throughout Indonesia. The national leader's synergy is important because national leaders from the center to regions are role models for the people (National Resilience Institute, 2016). Various problems that still spread in various regions in Indonesia demanded national leaders to work together. The lack of national leaders synergy is caused by sectoral ego, the regional autonomy impact, as well as multi-ethnic, ethnic, racial and cultural conditions (National Resilience Institute, 2016). This has caused the national leader's performance to be far from expectations because national acceleration is difficult to achieve. When national leaders lack synergy, the state presence will be questioned by the public because public services are not optimal due to the lack of synergy between national leaders.

As a diverse country in terms of ethnicity, culture, and religion, diversity, on one hand, is a national development reinforcement, but on the other hand, it can be a potential that can be utilized to break the defense of unity and entity. The occurrence of vertical and horizontal conflicts with a violence dimension is fragility evidence of unity and entity. The uniformity politics has eroded Indonesia's character as a warrior nation, waning solidarity and cooperation, and marginalizing local culture. The national identity is torn apart by widespread sectarian conflict and various forms of intolerance. The attitude of not being willing to live together in a diverse community has given rise to intolerance expressions in the form of hatred, hostility, discrimination, and acts of violence against "different" as an illustration of primordialism and ethnocentrism birth in the midst of diversity. At the same time, the rapid advancement of information technology and transportation have produced "borderless-state" which in turn has a negative

impact in a culture shock form and global identity unity among Indonesia's young generation.

Since Indonesia's independence, August 17, 1945, to date, the state government regime has changed several times, which can be grouped into three phases or order. Each ruler with their respective episodes has unique and different characteristics and governance styles. Old Order which was commanded by the first Indonesian President, Ir. Soekarno, with a nationalistic-universal pattern of government based on the inner atmosphere of imperialism-colonialism rejection (old style and new style, neocolonialism). The Old Order passed, replaced by the New Order which was driven by General Soeharto, who later became the second President of the Republic Indonesia, emerged with his new slogan: "determined to implement the Pancasila and the 1945 Constitution purely and consistently". The New Order had to end, was replaced by the Reform Order since 1998 and is still running today.

During the 13-year Reformation period, five presidential successors have emerged, namely Baharuddin Jusuf Habibie, Abdul Rahman Wahid, Megawati Soekarnoputri, Susilo Bambang Yudhoyono and currently president Joko Widodo. The problem is that in every change of national leader from time to time does not reflect the regeneration existence from the previous leader but more because of the security and political situation which requires the implementation of a presidential change. President Sukarno went to President Suharto because of the G 30 S / PKI. President Soeharto to Baharudin Yusuf Habibie because of society various elements demands which were members of the reform movement. Thus, it came to President Joko Widodo, none of which described the regeneration existence process either by the previous President or by political parties carrying presidential candidates. Dynastic political behavior still colored national political life both at central and regional levels.

The government system dynamics is a system that always develops at any time along with the complexity of the problems faced. The face of bureaucracy implementation will be reflected in the products results in a standards form of service to the public or society. In order to rationalize the bureaucracy, there will be clear boundaries and relationships regarding the rights, responsibilities, obligations, and authority of all parties related to public administration. The proper system of public service delivery and in accordance with the general principles of good governance and corporation. Where public service must be in

accordance with the regulation and protection and legal certainty for the community. Professionalism, participation, equality of treatment/non-discrimination, openness, accountability, a provider of facilities, and special treatment for groups that have limitations, timeliness, speed, ease, and affordability, can only be realized when awareness of a public official's responsibilities as public servants have been embedded in every official.

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Implications for optimizing the national leader's synergy against diversity and diversity towards the integrity of the unitary state of the Republic of Indonesia

The various problems that occur in the current national leadership will have direct implications for efforts to build synergy among leaders. The regeneration process of leaders who do not go well cannot build attachments to the atmosphere of mysticism between leaders so that the idea of building synergy is only seen for the sake of the president just to preserve his power. The thing that will happen is resistance from non-party leaders, who are already well-established with current conditions, anti-change leaders and also less intelligent leaders. Thus synergy will only occur in leaders who are a party or in a coalition if it benefits the group or region and can perpetuate its power, the national leadership does not play an effective role as a reinforcement of diversity.

The threat to disintegration is a real implication of leadership current state. Sectoral, primordial ways of thinking and concerned about diversity are split symptoms. The regional autonomy existence that is misused, the development of religious fanaticism, ethnicity and class and the occurrence of vertical and horizontal conflicts in the life of our nation is an implication of current national leaders influence who have not been able to make the country as a final mouth and leadership goal itself, with national leadership not synergizing will have an impact on the country presence so that it implies the unity of the Republic of Indonesia.

Strategic environmental development

The National Leadership low integrity cannot be separated from the influence of the strategic environment development at global, regional and national levels. The strategic environment is defined as a complex, multidimensional condition, condition or movement that dynamically

moves forward affecting various aspects of people's lives, nation, and state.

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The view of life and the National Leaders lifestyle is strongly influenced by lifestyle or International cultural development (global) that is very "hedonism" and "consumerism". The main contribution is information technology advancement that can be directly accessed by individuals, who present a luxurious lifestyle, far from simplicity. This condition greatly influences the leader's mindset in actualizing themselves and the institutions they lead in the country. Now we are in a situation where each individual can relate to each other indefinitely, even though before they did not know each other. In other words, the development of this strategic environment has brought us to a borderless condition or situation, it seems to be narrower, changes are very fast, unpredictable and uncertain.

Democracy and human values are a strategic issue in developing countries. Democracy issues are spread by Western countries, which are the dominant actors in global politics, especially Western countries which are directed by the United States. But the countries that are dominant actors apply double standard politics. Democracy is used as a political instrument in achieving the State's interests goals. Although democracy is more closely related to political terms, it is precisely the Western countries motives in democracy transnationalism that are economic and cultural importance. It is clear that the core idea of liberalism initially was economic and cultural capitalism, namely how to open the broadest free market opportunities in developing countries. So that in the name of democracy and human rights, a value-free western culture easily enters developing countries (both in ideas and physically form).

The ASEAN region which has the same family, namely Melanesia between ethnic groups in Papua and the Papua New Guinea (PNG) population and other ASEAN countries, is both an opportunity and a challenge (vulnerability). Opportunities for various kinds of emotional approaches in a socio-political, economic, cultural and security fields. In addition, the Melanesian Brotherhood Solidarity and Melanesian Spearhead Group organizations are forums that can be used as political means. However, it can also be used by certain parties to attract eastern Indonesian, such as Maluku and Papua who happen to be less touched by national development for purposes that are detrimental to national interests¹⁴. Especially to deal with security in Papua and Papua New Guinea (PNG).

The ASEAN regional region in the prospect of economic development and progress in ASEAN countries, including Indonesia occupies a strategic position. Therefore, on a common vision basis in building the nation, several countries in the region agreed to establish cooperation in various fields. This collaboration is realized in forums such as BIMP - EAGA (Brunei Darussalam, Indonesia, Malaysia, the Philippines - East Asian Growth Area); SIJORI (Singapore, Johor-Malaysia, Indonesia); AIDA (Australian, Indonesia Development Area) that can influence the national leader's synergy.

*Synergy of
National
Leadership*

National environmental development

Aspect of ideology

Ideology is a value system which is unanimous teaching that provides motivation. In ideology also contained a basic concept of life that was aspired by a nation. The ideology efficacy depends on the set of values it contains which can fulfill and guarantee all aspirations of life and human life both as individuals and as national leaders. In theory, an ideology comes from a school of thought/philosophy and is the philosophy system implementation itself so that in order to optimize the national leadership synergy it is necessary to understand this national ideology.

Political aspect

The dynamics of local and national political developments are very conducive, which implies that the public awareness level of political rights tends to increase. However, in other developments, demands for regional expansion, the conflict between groups in the elections, inter-regional conflicts in fighting over territories, which often lead to violent actions still have local political dynamics that will affect the national leader's synergy.

The current political trend is a survey institutions emergence that conducts various kinds of survey activities on National leadership and about the actual nationality development. The of people awareness participating in the process of building a public opinion about the nationality development, especially the National Leadership, has become a positive development. Because public can directly monitor and policies laid down and carried out by the government through mass media coverage. The community is able to suppress and/or influence the government and state institutions in carrying out its mandate.

Economics aspect

The economy is one aspect of national life that is related to meeting the needs of the community, including production, distribution, and consumption of goods and services. Efforts to improve the standard of living of individuals both individually and in groups as well as the ways that are carried out in community life to meet needs.

The economic system adopted by a country will give pattern and color to the country economic life. A liberal economic system with a pure market orientation will be very sensitive to influences coming from outside. On the other hand, the socialist economic system with the nature of planning and full control by the government is less sensitive to outside influences.

Now there is no longer a pure liberal economic system or a pure socialist economic system because both of them have complemented each other with some modifications in it. The economic system adopted by the Indonesian people refers to Article 33 of the 1945 Constitution. In it, it explains that the economic system is a joint effort of every citizen who has the same rights and opportunities in running the economy with the aim to prosper the nation.

Thus the economy is not only run by the government which is realized in the activities form of state enterprises, but the public can participate in economic activities in a very wide-ranging private business form. Cooperatives are a form of business that may be developed, namely a business form carried out on a family basis. In the Indonesian economy, there is no monopoly and monopsonies recognition, both by the government and the private sector.

At the macro level, the Indonesian economic system using national terminology can be called a populist poverty system. In the economy implementation, it is strongly influenced by the national leader's synergy with diversity.

Socio-cultural

The socio-cultural aspect includes two main aspects of human life, namely the social aspect in which humans must survive in cooperation with other human beings. Meanwhile, the aspect of culture is the whole value system and way of life whose manifestations appear in behavior and the institutionalized behavior results.

Social understanding is essentially the human life association in a society that contains the values of togetherness, common sense, in-

urance and solidarity which are unifying elements. As for the culture, nature is a value system that is the result of human relations with creativity, taste, and initiative that fosters the main ideas and is a supporting force of life. Thus, culture is the whole way of social life whose manifestations are in behavior and behavior results learned from various sources. Culture is created by human organobiological factors, natural environment, psychological and historical environment.

The Indonesian culture (national culture) is the interaction results of regional culture which is then accepted as a shared value of all nations. National culture can also be an interaction between existing cultures and foreign cultures that are shared with all nations. The important thing of the interaction is the national leadership role that synergizes so that cultural interaction runs proper and naturally without coercion and cultural domination of one region against other cultures.

National culture is the identity and pride of Indonesia. Pancasila is the Indonesian nation philosophy; the values contained therein become basic guidance of all attitudes, behavior, and lifestyle of the Indonesian people.

Defense and security aspects

Indonesia's defense and security is the universality of the efforts of all Indonesian people as a defense and security system in maintaining and securing the country for the survival and life of the nation and the Unitary State of the Republic Indonesia. Defense and security are carried out by compiling, assemble and mobilizing all national potentials including integrated and coordinated community forces in all fields of national life, held by Government and the State with TNI and Polri as the core executors.

Defense and security resilience is defined as the defense and security dynamic condition of Indonesian nation which contains tenacity and resilience that contains ability to develop national power in a face of threats, disturbances, obstacles and challenges that come from outside and inside, directly or indirectly which endanger identity, integrity and survival of the nation and the Unitary State of the Republic Indonesia based on Pancasila and the 1945 Constitution with its Diversity.

Opportunities and constraints

a. Opportunity

- i. The strategic environment tendency can be used to increase the National Leaders synergy to accelerate national development in the resilience context.

2. The existence of a free world without administrative boundaries, National Leaders, can learn from leaders of global and regional environmental levels.
 3. Integrity and credibility of leaders at the global and regional strategic environment level can be an inspiration and motivation in improving their original quality and leadership.
- b. Constraints
1. Liberal and value-free lifestyles and lifestyles become obstacles in improving the quality of integrity and National Leaders Synergy.
 2. The life pattern that consumerism and hedonism can destabilize the National Leaders integrity in carrying out leadership, so tempted to abuse authority or power that is in his hands.
 3. The grandeur of worldly life which is displayed at international and regional mass media and international lobbies is also a factor in increasing the National Leaders synergy.

Expected Sinergy Conditions of National Leaders

National leaders who are expected to realize the integrity of the Republic Indonesia in the present and the future that are needed are leaders who have added value to accommodate change and have the ability to manage changes in times and environment. The context of the National Leader in question certainly does not only touch the Head of State level, Deputy Head of State, Minister, DPR member or Regional Head only, but all national components that have the authority to take policies that can affect the nation's improvement or vice versa. Obviously, this nation does not need a leader who has power or creates power, but what is needed is a leader who is able to create a system, a national leader who knows his role in creating a solutive system for national improvement.

In order to maintain harmony in diversity, a leader is expected to understand precisely the pluralism essence. As an ultra plural nation with the posture of an archipelago, it is the duty of the leader to lead the same treatment. There is no majority domination against minorities and also does not recognize the existence of minority tyranny. Pluralism is an attitude of openness as an interaction framework where each group displays respect and tolerance for one another, interacts without conflict.

By understanding the importance of national leaders role in resolving various problems in the life of the nation and state, the national

leader is an Indonesian-minded leader. Leaders who have good integrity and personality, are blameless, honest and respected by others. National leaders in the future need people who have high integrity, meaning that the level of their relationship with those who are led is based on “rational transformative” considerations rather than “emotional transactional”. This situation will give birth to a leader who has the character of a manager, leader and statesman character combination (Manager, Leader, Statesman). Leaders who are prepared early so that they understand the nation’s problems and how to solve them. He is a problem solver.

*Synergy of
National
Leadership*

Dynasty political behavior

To build nationalism, a leader must prioritize national interests rather than the interests of the party or class. The leader should also prioritize the interests of the people’s aspirations.

The leaders who are expected to have intellectual qualities are supported by complete social, economic and political conditions. Important factors that must emerge leaders who take the initiative to be the drivers of change. Leaders of people who are brave, honest with the struggle ideals, have a commitment and determination to the struggle ideology and ideals, as well as patience in struggling. Leaders like this are needed as national leaders now and in the future. Thus national leaders who have synergistic criteria between, intellectual intelligence (Intellectual Quotient), emotional intelligence (Emotional Quotient), and spiritual intelligence (Spiritual Quotient) are harmonious, consistent and balanced, with a hope that he as a national leader can think dynamically and integrative in mindset, attitude patterns and action patterns, thus creating a strong leadership with the understanding that strong leaders are not authoritarian and narrow-minded, but must also have a high spirit of nationalism and patriotism to build a nation that better and able to bring the nation out of crisis which is prolonged towards strong unity and entity and the unity maintenance of the Republic Indonesia in order to achieve the nation ideals.

The contribution of optimizing the national leader’s synergy against diversity and diversity’s contribution to the unitary republic Indonesia integrity

In relation to the national leader’s synergy, in various aspects of life must be a national leadership integral part, namely leadership oriented

to a harmonious interactions creation by the community with leadership traits that are based on the National Paradigm and have the ability to respond to changing times. Thus national leaders who have synergistic criteria between, intellectual intelligence (Intellectual Quotient), emotional intelligence (Emotional Quotient), and spiritual intelligence (Spiritual Quotient) are harmonious, consistent and balanced, with hope that he as a national leader can think dynamically and integrative in mindset, attitude patterns and action patterns, thus creating a strong leadership with the understanding that strong leaders are not authoritarian and narrow-minded, but must also have a high spirit of nationalism and patriotism to build a nation that better and able to bring the nation out of crisis which is prolonged towards strong unity and entity and strengthen diversity.

To realize the leader in his position as a "State Symbol" that can represent the presence of the state in society, the national leader condition is expected, has a nationalism high spirit, with a reliable spirit of patriotism so that he can be trusted and accepted by the community (social trust). Because the leader must be able to think based on a national paradigm that is ethically ethical in accordance with national cultural values that are capable of carrying out the community aspirations by thinking holistically and integrally. This criterion is also based on the Pancasila values as a philosophy and ideology as well as the state basis, and the 1945 Constitution of the Republic Indonesia as the state constitution foundation and always think with the national basis insight by prioritizing national interests. Likewise must be able to pay attention to which is preferred, so that he must be able, to be honest, neutral and behave fairly to make a decision that can benefit people's interest, also love people who eventually will be loved by the people, then he will be trusted and will can also be accepted by the community they lead (social trust). Therefore, ideally, national leadership must be organized in a national leadership system that is nationalistic in mind, so as to produce a synergistic effect on reliable national leadership, which ultimately can also produce leadership that has strong national insight, so as to strengthen diversity and ensure territorial integrity. NKRI and then expected to be able to be used as a benchmark from a qualified national leader to build a better nation.

Indication of success

- a. Loss of Primordialism and Ethnocentric Behavior. This is shown from an increasing national character that is consistent, assertive

and not ambivalent. From these leadership traits the attitude of national leadership always thinks, behaves and acts not trapped in power boxes that have the ability to communicate better with the community and be consistent to build achievement inspire the spirit of the nation's ideals, being established and not artificial and able to decide on decisions in accordance with national policies. Therefore, such leaders must always think, act in accordance with a national security and nationalism concept that can be relied upon and understand, appreciate and implement national management systems in the state decision-making process. With the primordial and ethnocentric loss, the national leader's synergy will be able to carry out their duties and functions proportionally in the corridor of prevailing laws and regulations. In addition, it will be able to solve the problem by prioritizing deliberation approach to consensus, mutual understanding, and respect for differences that are a force to build the nation.

- b. The realization of the National Leader Recruitment System based on the standard parameters in IKNI form. As a democratic country, a leader emergence is generally determined by the party that carries it. For this reason, political parties have had good formal leadership recruits. For this reason, political parties have had good formal leadership recruits. The democracy principle in our constitution is how political parties produce quality leadership because democracy will be quality if it is led by quality leadership. This is a very important political party role. The democracy future in the country is largely determined by democracy ability as an incubator to create national leaders. Similarly, political parties have been able to create a more optimal cadre so that future leaders will be better.
- c. Increased Human Resources (HR) National Leaders who have individual, social, institutional and global morality and accountability. This is reflected in leaders quality who have been able to face the globalization challenges and have ability and superiority that is equipped with morals and ethics, work ethic, morality, responsibility, and integrity. Quality leaders are every organization hope, not only physical or intellectual qualities but also spiritual qualities because the accumulation of three aspects that include physical, intellectual and spiritual will have a very strong influence on leadership quality. So it can be said that competence

is a statement of what someone must do at work to show their knowledge, skills, and attitudes in accordance with required standards.

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At the moment there are a lot of corruption acts carried out by the National Leaders both at the center and regional level, this is because the leader does not have good integrity. Leaders if given to people who rely solely on intellectual intelligence without having integrity, certainly tend not to be useful for organizations and society, because leaders like this only think how to satisfy their unlimited needs, how to make a project or activity that can increase their gold purse, how can the position and seat be safe and his career continues to shine, in short this type of leader only thinks about the interests of himself, his cronies and group or class. Therefore, optimizing the national leader's synergy to strengthen diversity in the unity of the Unitary Republic of Indonesia.

The concept determination of optimizing national leaders synergy to strengthen diversity in the unity context of the Republic of Indonesia is "National Leadership Synergy".

Based on the policy formulation, the following strategies are formulated as follows:

- a. Strategy 1. Increase national / nationalism commitment of national leaders.
- b. Strategy 2. Optimize the recruitment system for national leaders.
- c. Strategy 3. Build individual, social, institutional and global morality and accountability.

To achieve desired goals and objectives, the efforts that can be done are as follows:

- a. Strategy 1. Increasing national / nationalism commitment of national leaders with efforts:
 1. National and local governments carry out national leadership socialization values based on Pancasila and National Insight on all government officials, cadres of political organization leaders and community organizations as well as community leaders, religious leaders, and traditional leaders.

2. National leaders at each level strive to improve understanding and commitment to national insights which are derived from the four basic consensuses of the country.
 3. Increasing exemplary national leaders in responsible for implementation of their duties and functions as well as the nation and state life behavior, which can be used as an example/role model for his subordinates in overcoming the rampant practice of corruption, collusion, and nepotism (KKN), illegal activities that violate the law. The leaders in each level strive to improve discipline, work order, and accountability of duties and functions of each government apparatus in complying with regulations.
 4. National leaders at each level strive to improve integrity and professionalism with nationalism spirit through increased willingness and ability according to the science and technology development and excellent service to the community.
 5. National leaders in each level strive to carry out education and skills training in government apparatus in accordance with the duties and functions under their responsibility.
 6. National leaders motivate their members to improve communication and coordination between work units, both vertically and horizontally as the development of cooperation and work dynamics in achieving organizational goals.
 7. Government (Ministry of Home Affairs, Ministry of PAN and RB, Bappenas, BKN) and local government, prepares every government apparatus to have nationalism and national insight so that they are more proactive and adaptive (able to adapt) to strategic environmental changes and carry out good tasks.
- b. Strategy 2. Optimize the recruitment system for national leaders with the following efforts:
1. The government through relevant Ministries and state institutions carry out coordination and communication with all national leadership levels and existing agencies ranks in carrying out a credible and acceptability national candidate recruitment system at central and regional levels and at the same time will determine public trust level.
 2. The government, through the Ministry of State Secretary, designs information and communication systems that can

- be applied in the ranks of national leadership to facilitate the recruitment of candidates for National leaders in an open and transparent manner so as to obtain leaders who meet the competency standards required by the Nation and State.
3. The Government and Regional Government along with their apparatuses apply the Indonesian National Leadership Index (IKNI) issued by Lemhannas so that a benchmark picture of hopes for public trust can lead Indonesian people to a better national life gate and create a synergy, professional system and mechanism of performance for national leadership and proportional to build good governance through accelerating bureaucratic reform, where there will be some changes in the national leadership structural composition in order to increase ethos and work discipline.
 4. The government and regional governments make structural changes to each agency that is considered to be less than optimal in carrying out the candidate's recruitment for national leaders. This change is one of the requirements needed to build good governance.
 5. The Government and regional governments through existing state supervisory bodies/institutions carry out programs/activities of supervision and inspection of each recruitment candidates for national leaders. These efforts are controlled mechanism part for reconciliation implementation which ensures that the recruitment implementation can run smoothly, effectively and efficiently. The supervisory function is one of the important functions included in one part of organizational management namely planning, organizing, actuating (implementing), and controlling.
- c. Strategy 3. Build individual, social, institutional and global morality and accountability with the following efforts:
1. The Ministry of Home Affairs cooperates with the Ministry of Law and Human Rights to formulate the strengthening and development of recruitment standards and parameters related to checks and balances between state administering institutions.
 2. Ministry of Home Affairs, Ministry of Defense together with the House of Representatives carry out debriefing nationalism to the political elite and political party administrators/members at central and regional levels. The aim is so

that political parties' elites and administrators understand national paradigm and able to behave, think and act in accordance with the paradigm. This national insight should be owned and carried out by all political elite/leaders elements so that they have a strong and sustainable commitment to the nation and state.

Sugianto

3. Law enforcement agencies (Polri, Attorney General's Office, Court, and KPK) increase law enforcement efforts especially against Political elites and state administrators who violate the law, by giving strict sanctions without any difference from other citizens.
4. The government and the government apparatus in carrying out their duties and functions must have global insight so that in determining policies influenced by factors that are influenced by strategic environment so that decisions can be implemented properly and produce optimal performance.
5. Increasing the national leaders and government officials knowledge and ability in carrying out inherent supervision, internal and external supervision intensively on programs implementation that has been established, so as to increase productivity, efficiency, effectiveness, professional, clean and authoritative of every government apparatus.
6. Develop a government apparatus performance appraisal system that can be monitored and evaluated by all levels of society in an open, transparent and accountable manner that is expected to be able to find an early occurrence of irregularities or fraud towards KKN actions, which is then followed by efforts to control and improve organizations and apparatus performance.
7. Leaders to improve the environmental quality and professionalism and social spirit in which the leader is located. So that a leader presence is very beneficial for the environment.
8. Increase socialization and education about legal awareness for government officials and community to prevent abuse of law authority and violation.
9. The government as an executive body together with Legislative Body fosters national leaders to have good individual, social, institutional and global morality and accountability required by the nation and state.

10. The Government seeks to increase public participation in realizing legal order through intensive and continuous legal socialization and to foster public trust in government officials performance, especially law enforcement officers.
11. The government, through its various institutions at the central and regional levels, provides adequate work facilities, a conducive and comfortable work atmosphere so that every government apparatus can work calmly, sincerely, and sincerely without fear and pressure.
12. The government, through its various institutions at the central and regional levels, implements a system of acknowledgment and appreciation for government officials who excel, which leads to inner prosperity so that it will provide motivation for every government apparatus for high performance.
13. The Government determines the national leadership communication and coordination standards in order to build a more effective and open communication pattern so that each national leadership can carry out their duties properly and maintain synergy between agencies or institutions for implementation effectiveness of tasks and responsibilities based on their respective fields.

The Central Government, in this case, the Ministry of Information and Communication in collaboration with the Broadcasting Commission, Press Council, and National Mass Media (both print and electronic media) conducts transparency in Government programs implementation through mass media that can be easily witnessed by all Indonesian people. These efforts will help communication and coordination between the national leadership and bureaucracy ranks in carrying out their duties and obligations because they will be witnessed directly by the wider community. So that the community can directly monitor the government running which will further encourage national leadership and bureaucracy to work optimally.

Conclusion

From all discussion, increasing the national leader's synergy to strengthen diversity in order to maintain the integrity of the Republic of Indonesia can be concluded as follows:

- a. The low national commitment of national leaders, this can be seen from moral values, integrity, and capabilities that can hinder the ability to synergize national leaders so that the socialization of National Leadership values and integrity improvement are needed.
- b. The absence of regulations regarding national leadership recruitment system causes the recruitment quality is low so that a standardized value is needed to measure the national leadership accountability using IKNI's assessment standards.
- c. The decline in individual, social, institutional and global morality led to the prominence of the interests of individuals, groups, and primordialism that encouraged corruption, collusion and nepotism, so that debriefing, socialization of national insight, regulation and law enforcement were needed.

Suggestion

- a. It is necessary to foster and improve integrity through education that has the same standardization as Lemhannas, planned, systematic for all stakeholders to integrate exemplary ideals like prospective leaders at all levels so that there will be no crisis of example and leadership.
- b. Equivalent standard regulation is needed in carrying out sustainable national leadership regeneration as government, political parties, and community organizations.

Notes

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