

CHAPTER I

INTRODUCTION

A. Background

This research will discuss or analyze leadership in the Brebes Regency during Idza Priyanti Regent, as the first woman to lead Brebes Regency. Under her leadership, Regent Idza Priyanti was able to reduce poverty levels in the area.

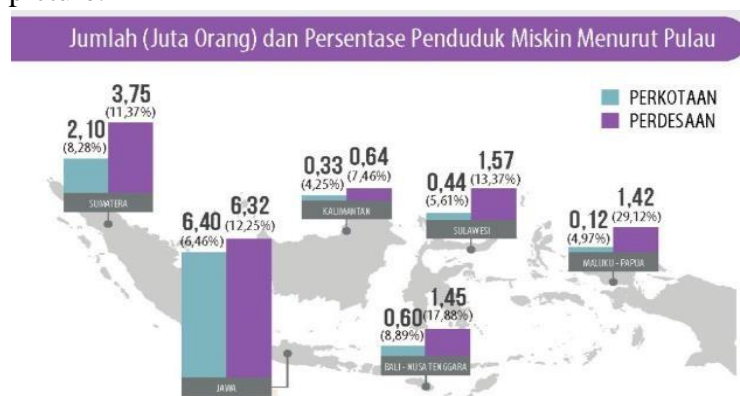
Brebes is the top-rank regency in terms of the poorest people in Central Java Province (BPS, 2018). As in other Indonesian regencies, the government aims to improve its citizens' lives through initiatives such as the BPJS Program, the Smart Indonesia Card, rice distribution, and many others. The government does this to help the community get out of the small people's poverty zone.



Diagram 1. 1 Poverty Rate in Indonesia

Source: <https://www.bps.go.id/website/images/Profil-Kemiskinan-Maret-2019-ind.jpg>

Based on the picture above, Indonesia continues to strive in reducing poverty. It can be seen the reduction in poverty levels in 2018 at the end of the semester by 25.67 million to 25.14 million. The government needs strenuous efforts to reduce poverty in Indonesia. If viewed based on Indonesia's five largest islands, Java still ranks at the top of the poverty level. As seen in the following picture.



Picture 1. 1 Poverty Rates by Island in Indonesia

Source: <https://www.bps.go.id/website/images/Profil-Kemiskinan-Maret-2019-ind.jpg>

Based on BPS data above, it is shown that Java island has the highest poverty rate of 12.72 million people or 6.40% for urban areas and 6.32% for rural areas. Therefore, to reduce this poverty issue, there are several programs in poverty alleviation under President Jokowi administration that are divided into three clusters, namely:

The first cluster consists of:

- a. Family Hope Program (PKH)
- b. School Operational Assistance (BOS)
- c. Poor Student Assistance Program (BSM)
- d. Public Health Insurance Program (JAMKESMAS)
- e. Rice Program for Poor Families (RASKIN)

The second cluster consists of:

1. National Program for Community Empowerment (PNPM)
 - a. National Independent Rural Community Empowerment Program (PNPM)
 - b. PNPM Perdesaan R2PN (Rehabilitation and Reconstruction of Nias Island)
 - c. PNPM Mandiri Agribusiness / SADI (Smallholder Agribusiness Development Initiative)
 - d. PNPM Healthy and Smart Generation
 - e. PNPM Lingkungan Mandiri Rural Program for Participatory Development System Development (P2SPP).
 - f. PNPM Mandiri Respek (Strategic Plan for Village Development) for the Papuan Community
 - g. PNPM Mandiri Urban
 - h. PNPM Mandiri Rural Infrastructure
 - i. Regional Socio-Economic Infrastructure Development (PISEW)
 - j. Community Based Drinking Water Provision Program (PAMSIMAS)
 - k. PNPM-Mandiri Disadvantaged and Special Areas / Development Acceleration of Disadvantaged and Special Areas (P2DTK)
 - l. PNPM Mandiri Marine and Fisheries (PNPM Mandiri-KP)
 - m. PNPM-Mandiri Tourism
 - n. PNPM-Mandiri Housing and Settlements (PNPM-Mandiri Perkim)

2. Program for Expansion and Development of Productive Employment Opportunities/Intensive Work.

The third cluster consists of:

- a. People's Business Credit (KUR)
- b. Joint Business Credit (KUBE)

(Source: <https://web.kominfo.go.id>)

The actualization of the Central Government Program to several regions has had a huge impact, especially for the people of Brebes Regency. There are also some obstacles in the field, such as the incorrect program for the poor corruption in aid funds for poverty alleviation, some obstacles in realizing this program.

According to BPS, in 2017, there are three regions with the highest number and the percentage of poor people. The first is East Java Province, the second is Central Java Province, and the third is West Java Province. On the one hand, Java has three regions with numbers and percentages of poor people in Indonesia. On the other hand, the island of Java is excellent for people outside of Java who have difficulty finding work.

Central Java, in the period 2013 to 2017, managed to reduce poverty levels by 282,230 people. This outperformed two other large provinces, such as West Java and East Java. Viewed by area, even Central Java is better than East Java and West Java. In the 2013-2017 period, poverty reduction in Central Java was 1.55%, West Java 0.81%, while East Java 0.78%. Source:

<https://regional.kompas.com/read/2017/11/13/17432011/penurunan-angka-kemiskinan-jateng-ungguli-jatim-dan-jabar>)

There are several programs and fields launched by the Central Java government under Ganjar Pranowo's leadership, including the One Assisted Village Program (SKPD). This program is very impactful and reduces poverty rates in several areas such as the Central Java Energy and Mineral Resources (ESDM) Office which assisted 14 villages. Each of them has its advantages and disadvantages, and the number of poverty numbers is very varied. In other fields of education, namely, the Central Java Government suppresses the dropout rate. This policy is focused on vocational education, where someone's skills will be directed to find a decent job field. With that, the economic strata of the family can be improved and be lifted.

Table 1. 1 The highest number of poor people in five regencies/cities in Central Java in 2013-2017

District/City	Number of Poor People (Thousand Souls)				
	2013	2014	2015	2016	2017
Pemalang Regency	246,80	237,00	235,50	227,10	225,00
Kebumen Regency	251,10	242,30	241,90	235,90	233,40
Cilacap Regency	255,70	239,80	243,50	240,20	238,30
Banyumas Regency	296,80	283,50	285,90	283,90	283,20
Brebes Regency	367,90	355,10	352,00	348,00	343,50

Source: <https://boyolalikab.bps.go.id/statictable/2018/12/17/515/jumlah-penduduk-miskin-menurut-kabupaten-kota-di-provinsi-jawa-tengah-1996-2018.html>

Based on BPS data in 2018 above, it is shown that the most significant number of poverty in Central Java is in the Brebes Regency, with a total of

343.20 inhabitants. This problem appeared because the people find it difficult to find land for work. Consequently, many people migrate to the capital city of Jakarta or surrounding areas to get out of the poverty zone. Brebes Regency itself is located at the western end of Central Java Province, with 1,902 km². Likewise, the population is the most populous in Central Java, with a total of 1,796,004 inhabitants.

The government has tried various ways to continue in reducing the number of poor people. Among these ways are funds for health, education, Raskin rice, and job opportunities in Brebes Regency. The district government's position is dependent on the central government. However, the regional government's role is also crucial in determining the status of the people who are still living below the average. The central government's relationship with the village government must be well developed, close to the community.

Table 1. 2 Poverty and Poor Lines in Brebes Regency 2013-2017

Year	Line of Poverty (Rupiah)	Poor People	
		Total (Thousand)	Percentage
2013	307.238	367.90	20.82
2014	327.452	355.12	20.00
2015	340.538	352.01	19.79
2016	364.059	347.98	19.47
2017	382.125	343.46	19.14

Source: (BPS Kabupaten Brebes 2018)

In 2012-2017 under the leadership of Mrs. H. Idza Priyanti, the regency's poverty rate continued to decline. Idza Priyanti as the Regent of Brebes, has many tasks in carrying out the mandate as a Regent. One of the leaders' roles is in the implementation of governmental affairs that are the

authority of the Region. Therefore, the regent of Brebes also has a role in drafting and submitting a Regional draft Regulation on the APBD, proposing the appointment of a Deputy Regent, maintaining public peace and order, and carrying out other tasks under statutory provisions. The task is stated in Law No. 23 of 2014. On the other hand, there is an advantage when a leader is female because she can reactivate women's role in Brebes Regency.

So important is the role of a leader in an organization, which means having the proper capacity and capability to become a leader. It has long been assumed that leaders who are effective, self-assured, competitive, assertive and objective are seen from masculine characteristics. It is discrimination based on sex, which is a biased belief about skills and behavior. It took a long time, women were seen as incapable people, and were not willing to use masculine behaviors that were considered important for proper leadership.

In leadership roles, gender roles as social provisions, where society is believed to be a naturalist, that causes social inequality stemming from differences in gender roles, this is very detrimental to the position of women in the community. The existence of gender injustice according to Mansour Faqih (1997) is caused by social behavior and treatment, namely the marginalization of women, the placement of women insubordination, stereotypes against women, violence against women and disproportionate workloads.

Gender can be very dangerous in the decision-making process to elect elite leaders. This could be because decisions are generally not structured so

that decisions are unclear without accountability. Likewise, in the process of selecting the Regent of Brebes Idza Priyanti, where she was the first female Regent in history. This is what makes the community refuse to measure itself, can he, be able to bear the responsibilities he will later assume when he becomes Regent?

Gender equality is between men and women receiving the same treatment, both masculine and feminine characters are considered important and there is no differentiation from each other. Later, cultural values regarding gender equality have an impact and can be accepted socially, both from the types of behavior, namely masculine and feminine, evaluation of leaders, etc.

Female leaders basically tend to be more patient, have empathy, are not aggressive, don't like speculation, multitasking. This is the main attraction for female leadership, compared to male leadership, which tends to use the power that comes from their authority. Including Researchers, chose Bu Idza as a research case study because she was the first female leader to serve as the Regent of Brebes Regency. On the other hand, Bu Idza as the Regent of Brebes has a strong leadership spirit, is not aggressive, has good empathy for his people or his members. On the other hand, she is also willing to spend her time protecting the people of Brebes, even though on the other hand she has a tough job as a housewife.

The style of descending spaciousness (Blusukan) is often carried out in several places, in order to interact directly with the Brebes community itself. The characteristics of the Regent of Brebes himself, with his motherly nature,

made the Regent of Idza able to get closer to the community, protect, and be able to accept complaints for his people. And make the community feel safe and comfortable with this leadership. The author highly appreciates her performance, and her persistence in developing trust for the sake of the Brebes community especially her action in reducing poverty.

With the above background, my research is entitled "**WOMEN LEADERSHIP IN POVERTY ALLEVIATION (Case Study of Brebes Regent Idza Priyanti, A.Md., S.E.)**".

B. Problem Formulation

Based on the background above, the problem formulation of this research is; "What is the leadership role of the Regent of Brebes Regency, Idza Priyanti, A.Md., S.E. In reducing poverty?"

C. Goal and Benefit of Research

The purpose of this study is to determine the leadership of the Brebes Regent Idza Priyanti, A.Md., S.E. in poverty alleviation in Brebes Regency.

While the benefits obtained from this study:

1. Theoretically
 - a. To contribute an idea in the context of scientific development in general and local government science and political thought.
 - b. To add scientific insights and knowledge about women's leadership to the Brebes Regent.
2. Practically

This research is expected to be able to increase the knowledge of the authors and the people of Brebes Regency regarding women's leadership in the bureaucracy in Brebes Regency.

D. Literature review

Of all the research on women's leadership, the author has reviewed several studies similar to this study in order to avoid duplication and repetition of research.

Table 1. 3 Prior Research

Name	Title	Similarity	Difference
Sarifah (2015)	Persepsi Masyarakat Terhadap Kepemimpinan Kepala Desa Perempuan (Studi Kasus Desa Grogol Beningsari dan Desa Petanahan, Kecamatan Petanahan, Kabupaten Kebumen).	-women's leadership in the bureaucracy -qualitative research methods	- Research Subject
Osawa (2015)	<i>Traditional Gender Norms and Women's Political Participation: How Conservative Women Engage in Political Activism in Japan.</i>	using qualitative methods	- Research Subject - While Osawa's research focuses on traditional gender norms and women's political participation, women's leadership in the bureaucracy.
Audina (2018)	Kepemimpinan Perempuan Untuk Meningkatkan Pemberdayaan Perempuan Dalam Pembangunan Desa (Studi kasus: Kepala	- women's leadership in the bureaucracy - qualitative research methods	- Research Subject

	Desa Perempuan, Desa Umbulharjo, Cangkringan, Sleman Tahun 2016-2017).		
Natasya (2017)	Efektivitas Program Sustaining Women's Leadership Oleh PEKKA dalam meningkatkan kepemimpinan dan Kemampuan Berorganisasi perempuan kepala keluarga	<ul style="list-style-type: none"> - Women's leadership - The research method uses descriptive qualitative 	<ul style="list-style-type: none"> - Research Subject - Effectiveness theory Program
Fuady dan Yusnita (2016)	Persepsi Masyarakat Pesisir Terhadap Kepemimpinan Perempuan Nelayan di Pulau Pramuka Kepulauan Seribu.	<ul style="list-style-type: none"> - Women's leadership - Descriptive Qualitative Research Methods 	<ul style="list-style-type: none"> - Research Subject
Setiawan, Chairany dan Karimah (2018)	Pemberdayaan Perempuan Melalui Program Ibu Inspirasi "Kopernik" dalam Mengentaskan Kemiskinan	<ul style="list-style-type: none"> - Poverty Alleviation - Types of Qualitative Research 	<ul style="list-style-type: none"> - Research Subject - Case study research approach
Indiahono (2016)	Mahkota Untuk Perempuan di Program Pemberdayaan: Studi Posisi Penting Perempuan Pada Program Pengentasan Kemiskinan di Kabupaten Banyumas	<ul style="list-style-type: none"> - Poverty Alleviation - Types of Qualitative Research 	<ul style="list-style-type: none"> - Research subject - FGD data collection techniques
Sunarta (2018)	Gaya Kepemimpinan Wanita Pada Usaha Kecil Menengah di Tangerang Selatan	<ul style="list-style-type: none"> - Women's Leadership - Types of Qualitative Research 	<ul style="list-style-type: none"> - Research Subject
Putra (2015)	Partisipasi Semu Perempuan Miskin Dalam Program Pemberdayaan Masyarakat.	<ul style="list-style-type: none"> - Poverty Alleviation - Qualitative research type 	<ul style="list-style-type: none"> - Research Subject
Kafidhoh (2019)	Kepemimpinan Perempuan Dalam	<ul style="list-style-type: none"> - Women's leadership 	<ul style="list-style-type: none"> - Research Subject

	Pendidikan Islam (Studi atas peran Umi Waheeda dalam Mengelola Yayasan Al-Ashriyyah Nurul Iman Islamic Boarding School Parung)	- Descriptive Qualitative	- Islamic Education variable
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In the thesis of women's leadership in poverty alleviation in Brebes District with a case study of Regent Idza Priyanti. That the authors found several differences, namely the location of the study, the main focus of the problem in the form of poverty and the scale of women's leadership in the district, time, and also some interested parties or people involved in it. Therefore, this research entitled "Women's Leadership in Poverty Alleviation (Case Study of the Regent of Brebes Idza Priyanti)

E. Theoretical Framework

1. Women's Leadership

a. Women's Leadership Theories

The theory of women's political leadership refers to Bawono's theory (2016) that women have the right and opportunity in political life and have the authority to participate in politics at various levels. Women have wide opportunities in politics because the debate between may and may not be a leader has ended. Leaders are destined not only for men but also for women who also have the right to lead and political rights. According to Bawono (2016), political rights include:

- 1) The right to express opinions in elections and referendums in various ways.
- 2) Right to nominate as a member of a representative institution and a local institution.
- 3) Rights in the nomination to become president and other rights that contain
- 4) Alliance for the submission of opinions relating to politics.

According to Rosener in Silvestri (2003: 106), there are differences in how women and men describe themselves as leaders. Women are more likely to follow a transformational leadership style, characterized as a style whose main purpose is to inspire others by changing individual priorities to organizational goals, improving communication and building loyalty, growing respect for each individual, and inspiring others with enthusiasm and encouragement. Conversely, men tend to have a transactional leader's character, namely seeing work performance as a series of transactions with subordinates, giving appreciation for services, or giving penalties for those who do not work correctly. Men are more likely to use the power that comes from formal organizations and authorities.

b. Type of Leadership

Every person has various types of leadership, as stated by Sodang P. Siagian (2002 in Tampi, 2014: 3), which divides five types of leadership along with their characteristics as follows:

- 1) Autocratic, An autocratic leader:

- a) Regard the organization they lead as private property
 - b) Identifying personal goals with organizational goals.
 - c) Regard subordinates as mere tools
 - d) Do not want to accept opinions, suggestions, and criticisms from members.
 - e) Too dependent on formal power.
 - f) How to move subordinates with a forced approach that is looking for mistakes/punishment.
- 2) Militaristic, A militaristic leader has attributes:
- a) a) In moving their subordinates, they often use the command method.
 - b) b) In moving the subordinate happy to depend on the rank/position.
 - c) c) Be happy with excessive formalities.
 - d) d) Demands high discipline and rigidity for subordinates.
 - e) e) Like to receive criticism or suggestions from below
 - f) f) Enjoying ceremonies for various conditions.
- 3) Paternalistic, a paternalistic leader:
- a) Assume that humans are immature.
 - b) Overprotective
 - c) Rarely provide opportunities for subordinates to make decisions.
 - d) Rarely allow subordinates to take their initiative.

- e) Rarely provide opportunities for subordinates to develop their creations and fantasies.
 - f) is often omniscient.
- 4) Charismatic, charismatic leader characteristics:
- a) Has a very large attractiveness, because it generally has a large following.
 - b) Followers cannot explain why they are interested in following and obeying the leader.
 - c) He seems to have supernatural power.
 - d) Her charisma does not depend on the leader's age, wealth, health, or good looks.
- 5) Democratic, democratic leaders have the characteristics:
- a) In moving subordinates starting from the opinion that humans are the noblest creatures in the world.
 - b) Always try to synchronize the organization's interests and goals with the personal interests and goals of subordinates.
 - c) Happy to accept suggestions, opinions, and criticism from subordinates.
 - d) Prioritize cooperation in achieving goals.
 - e) Give the widest possible freedom to subordinates, and guide them.
 - f) Trying to make subordinates more successful than himself.
 - g) Always developing her capacity as a leader.

c. The nature of leadership

According to Samsudin (2010: 293-294), there are 5 leadership characteristics:

1) The desire to accept responsibility

A leader who accepts the obligation to achieve a goal means being willing to take responsibility for his/her leadership for everything that is done by his/her subordinates. The leader must be able to overcome his/her subordinates, the pressure of informal groups, even trade unions. Almost all leaders feel their work consumes more energy than positions other than leaders.

2) The ability to "Perceptive"

Perceptive shows the ability to observe or discover the reality of an environment. Each leader must recognize the goals of the organization so that they can work to help these goals. They require the ability to understand subordinates by knowing the strengths and weaknesses and various ambitions that exist. Besides, the leader must also have the interoceptive perception (self-assessing) to know the strengths, weaknesses, and goals.

3) The ability to be "Objective"

Objectivity is the ability to see an event or is an extension of the perception ability. Perceptivity raises sensitivity to facts, events, and other realities. Objectivity helps leaders to find the emotional and personal factors that might affect reality.

4) The ability to determine reality

A clever leader is someone who can have and determine the things that are important or not important. This capability is essential because the problems that must be solved do not come one by one, but come together that are related to one another.

5) The ability to communicate

The ability to provide and receive information is a must for a leader. A leader is someone who works with the help of others. Therefore, giving orders and delivering information to others needs to be mastered.

2. Poverty Alleviation

a. Theory of Poverty

Poor or live in deprivation, not all people with limited life would say that they are poor. Poverty is not a new thing in social life, from the past until now there are always people who live in poverty zones. The government has its standards in categorizing that families belong to less well off financially, physically, or residence. Many experts define what poverty is from various perspectives and events.

Supriatna (1997) stated that poverty is a completely limited situation that occurs not on its will. Additionally, a population is said to be poor if it is characterized by low levels of education, work productivity, income, health and nutrition, and welfare. Poverty can be caused by the limited human resources available, both through formal and non-formal education channels.

The World Bank (1990) in a report before a member of the United Nations entitled "Poverty and Human Development" said that: the case for human development is not only or even primarily an economic one. However, less hunger, less child death, and better change of primary education are almost universally accepted as important ends in themselves *“(human development is not only prioritized on economic aspects, but more important is to prioritize aspects of education universally for the interests of the poor in order to improve social-economic life)”*.

Furthermore, there are other criteria of poor occupation regarding the implementation of the Kecamatan Development Program (PPK) according to the version of the National Family Planning Coordinating Board (BKKBN) must at least meet 6 (six) criteria as follows:

- 1) Livable home; your own and not your own.
- 2) Access to clean water and sanitation
- 3) Revenue / converted to expenses
- 4) Asset ownership
- 5) Food frequency (more than 2 times a day) and nutritional quality of food
- 6) Within a year can buy at least 1 set of new clothes.

Out of the 6 (six) variables/criteria, if they get a score of 3 or more, then the family is categorized as poor.

b. Cause of Poverty

Many factors cause people to still struggle in the poverty zone, it can be in terms of education which is only limited to elementary school or high school, which only makes a person only a subordinate in the company. The lazy or monotonous factor is only fixated on one area, and does not want to get out of the zone. However, not all people in poverty do not have happiness, but rather enjoy the limitations.

Sharp, et.al (1997), tries to identify the causes of poverty in economic terms. First, on a micro-scale, poverty arises because of the inequality in the pattern of ownership of limited resources and low quality. Second, poverty arises due to differences in the quality of human resources. Low-quality human resources mean low productivity, which in turn is low wages. The low quality of human resources is due to lack of education, disadvantaged fortune, discrimination, or heredity. Third, poverty arises due to differences in access to capital.

c. Poverty Alleviation

According to Suyanto (2013: 244) to overcome poverty, build a better life, and at the same time eliminate social inequalities and accelerate efforts to reduce poverty must be recognized is not easy. Conceptually, it is essential to realize that poverty reduction efforts should not be carried out in piecemeal, partial, and only temporary forms. Regarding the issue of poverty prioritization, intervention programs must be truly comprehensive. It does not stop at the economic aspect and needs to touch the improvement of moral aspects.

Reducing poverty according to Suyanto (2013: 246) there are four ways, including them :

- 1) The district government's position is dependent on the central government. However, the regional government's role is also very important in determining the status of the people who are still living below the average. The economic facility in question is the poor's opportunity to open access to forms of capital sources and markets that are not shadowed by discrediting the poor.
- 2) Enhancing the role of local institutions in efforts to monitor and implement poverty reduction programs. So that poverty reduction programs do not experience deviations, the prerequisites that need to be needed are the assurance that implementing the program is transparent and must be supported by a robust control mechanism.
- 3) The need for effective protection for the poor. Poverty is not just a mental weakness, it does not have an entrepreneurial ethos or internal factors of the poor themselves. However, by realizing that empowerment programs designed from the beginning are based on local institutions, based on local communities, and placing the poor themselves as subjects, the results will be maximized.

F. Conceptual Definition

The focus in research on women's leadership in bureaucracy can be explained in the conceptual definition, viz:

1. According to Kartono (2003: 27), the leader is a group member who has the most influence on the group's activities and plays a vital role in formulating or achieving group goals. A leader is a channel for thoughts, actions, and influential activities and carries out the work.
2. According to Suyanto (2013: 244), to overcome poverty, build a better life and at the same time eliminate social inequalities and accelerate efforts to reduce poverty must be recognized is not easy.

G. Operational Definition

The operational definition is the result of elaborating a concept that can be measured from several variables. This study tries to measure using indicators by describing women's leadership and poverty alleviation :

1. Women's leadership
 - a. Motivate others by changing individual interests.
 - b. Encourage others to participate.
 - c. Strengthens communication and creates loyalty
 - d. Increase appreciation for each individual.
2. Poverty Alleviation
 - a. Empower the productive activities of the poor and improve their bargaining position.

- b. Enhancing the role of local institutions in efforts to monitor and implement poverty reduction programs.
- c. The need for effective protection for the poor.

H. Research Method

1. Type of Research

The purpose of this study was to determine the leadership of the Regent of Brebes Idza Priyanti in poverty alleviation in Brebes Regency. In this study the focus is on women's leadership and also ways of reducing poverty by means of policies or programs that are made themselves. Then in the form of indicators obtained, and used or developed to become interview material. Which later, the data obtained will be used as descriptive narrative.

The research method used in this study is qualitative research. Qualitative research has a meaning that is a study that explains a problem in the surrounding environment based on verbal data, where the research that will be produced later does not use numbers but words that come from various sources or with a natural background. This study was obtained from an interview with informants, documents, notes, and observations in the field (Arikunto, 2006).

2. Research Location

A research location is a place where research activities are carried out. The location of research on women's leadership in the bureaucracy is in Central Java Province, more precisely in Brebes Regency.

3. Type of Data

The type of data to support this research is:

a. Primary Data

Primary Data is data obtained or obtained directly from the study site.

Primary data can be obtained through direct interviews with resource persons and direct observation at the study site. Later, the data obtained can be in the form of existing problems or natural events that researchers see during the study.

b. Secondary Data

Secondary data is data or information that can be obtained indirectly.

This data is used for supporting data in primary data analysis. In the secondary data, there are documents in the form of information about the resource persons or other supporting data, the data is obtained at the Brebes Regent Office. In the form of books, literature, laws, or even other documents.

4. Data collection technique

In this study, the data collection methods used are:

a. Interview

According to Gunawan (2013), an interview is a data collection technique that involves face-to-face question and answer activities between the interviewer and the interviewee about the problem under research, with the interviewer's goal being to obtain the expectations and attitude of the interviewee being interviewed concerning the

problem under study. In the interview, the researcher will meet with the resource person and ask questions about the problem's formulation. Where later, researchers will get answers to existing questions.

b. Documentation

According to Arikunto (2006: 231), the documentation method is to find data about variables in the form of notes, transcripts, books, newspapers, magazines, inscriptions, minutes of meetings, agendas, and so on. Meanwhile, according to Hamidi (2004: 72), documentation is information that comes from important records both from institutions or organizations and from individuals.

From the opinions of the experts above, it can be concluded that the documentation method is a method derived from various media such as magazines, inscriptions, notes, and others. From there, the researcher can see from the other side in conducting research, or not only from sources.

c. Observation

According to Nawawi and Martini (1992: 74), Observation is a systematic observation and recording of elements that appear in a symptom or symptoms on the research object. Later observation techniques are used to prove the truth of data obtained from sources who have been given several questions through interviews.

5. Data Analysis Techniques

According to Sugiyono, data analysis is the process of systematically searching and compiling data gathered from field notes, interviews, and records by organizing data into classes, breaking it down into units, synthesizing, compiling into patterns, selecting which important and what will be learned, and drawing conclusions in such a way that they are easily understood by themselves and others. According to Miles and Huberman, there are three activities in analyzing and qualitative.

a. Data reduction

Data reduction summarizes choosing, focusing on the important data, looking for themes, patterns, and removing unnecessary. Later researchers who obtained data or reports are quite a lot, so from the need for careful and detailed notes. Thus, the data that has been reduced will provide a clearer picture or pattern and make it easier for researchers to collect further data.

b. Data Presentation

Presentation of data is taking action based on understanding the case and as a reference in taking action based on understanding and analyzing data. Where later, the presentation of data is done by describing the results of interviews that can be outlined in the form of a description with narrative text can also be in the form of diagrams, tables, matrices, and charts.

c. Conclusion

The conclusion drawn is to carry out continuous verification throughout the research process. Researchers also try to analyze and look for patterns, themes, equality relationships, things that often arise, which can later be stated in conclusions. This research will conclude the essence of the series of observations, interviews, and documentation. Moreover, this conclusion is in the form of a narrative text that describes women's leadership in the bureaucracy.

6. Data Validity Techniques

In qualitative research, the main instrument is human, so what is examined is the data's validity. Where in testing the credibility of research data, researchers used the Triangulation technique. In this study, researchers used source triangulation. The author checked the level of trust by comparing the interview data to different sources.