

ANALISIS KEPEMIMPINAN DEMOKRATIS DI PT. BPR SOLIDER PANCUR BATU

ABSTRAK

Kepemimpinan memiliki peran strategis dalam menentukan efektivitas organisasi, khususnya dalam membangun iklim kerja yang partisipatif, terbuka, dan harmonis. Gaya kepemimpinan demokratis dipilih sebagai fokus penelitian karena menekankan keterlibatan karyawan dalam pengambilan keputusan, keterbukaan komunikasi, serta musyawarah dalam penyelesaian permasalahan organisasi. Penelitian ini bertujuan untuk menganalisis penerapan gaya kepemimpinan demokratis di PT. BPR Solider Pancur Batu. Penelitian ini menggunakan metode deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi. Informan penelitian terdiri atas pimpinan cabang dan beberapa karyawan PT. BPR Solider Pancur Batu yang terlibat langsung dalam kegiatan operasional perusahaan. Analisis data dilakukan dengan menggunakan model interaktif Miles dan Huberman yang meliputi reduksi data, penyajian data, serta penarikan kesimpulan. Hasil penelitian menunjukkan bahwa pimpinan PT. BPR Solider Pancur Batu telah menerapkan gaya kepemimpinan demokratis dengan cukup baik. Hal ini tercermin dari adanya partisipasi aktif karyawan dalam proses pengambilan keputusan, keterbukaan pimpinan dalam menerima saran dan kritik, serta penerapan musyawarah dalam menyelesaikan masalah kerja. Pimpinan tidak bersikap otoriter, melainkan melibatkan karyawan melalui diskusi dan rapat internal sehingga tercipta rasa tanggung jawab bersama. Keterbukaan komunikasi yang terjalin dengan baik berdampak positif terhadap hubungan kerja yang harmonis dan suasana kerja yang kondusif. Dengan demikian, penerapan gaya kepemimpinan demokratis terbukti mampu mendukung pencapaian tujuan organisasi.

Kata Kunci: Kepemimpinan Demokratis, Partisipasi, Keterbukaan, Musyawarah, PT. BPR Solider Pancur Batu.

**THE ANALYSIS OF DEMOCRATIC LEADERSHIP AT PT.
BPR SOLIDER PANCUR BATU**

ABSTRACT

Leadership plays a strategic role in determining organizational effectiveness, particularly in creating a participative, open, and harmonious work climate. The democratic leadership style is chosen as the focus of this study because it emphasizes employee involvement in decision-making, openness in communication, and deliberation in resolving organizational problems. This study aims to analyze the implementation of a democratic leadership style at PT. BPR Solider Pancur Batu. This research uses a descriptive qualitative method, with data collected through in- depth interviews, observation, and documentation. The research informants consist of the branch manager and several employees of PT. BPR Solider Pancur Batu who are directly involved in the company's operational activities. Data analysis is conducted using the interactive model of Miles and Huberman, which includes data reduction, data display, and conclusion drawing. The results of the study indicate that the leadership at PT. BPR Solider Pancur Batu has implemented a democratic leadership style effectively. This is reflected in active employee participation in the decision-making process, the leader's openness to receiving suggestions and criticism, and the application of deliberation in resolving work-related problems. The leader does not adopt an authoritarian approach but involves employees through discussions and internal meetings, thereby creating a sense of shared responsibility. Effective communication openness positively contributes to harmonious working relationships and a conducive work environment. Therefore, the implementation of a democratic leadership style supports the achievement of organizational goals.

Keywords: Democratic Leadership, Participation, Openness, Deliberation, PT. BPR Solider Pancur Batu.