



Leadership Communication with State Defense Characteristic in the Younger Generations

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Abstract

The younger generation should be responsible for the future of the nation. Nowadays, a lot of the younger generation fails to understand their civic role that it calls the need for a leader who could deliver the right message for them. This message should be delivered by a communicative leader. Leadership is the activity of influencing others so that they can work together in realizing the goal of an organization. In influencing others, it should come in both verbal and non-verbal communications. That is why the ability to communicate is a primary ability for a leader for conveying their message to their subordinate and to be understood as intended. The younger generation needs to be prepared to be a communicative leader so that they can better manage the country and their leadership should also possess the characteristic of state defense, prioritizing the needs of the nation over their own or certain groups.

Keywords: *Communication; Leadership; Character; State Defense; Youth; Younger Generation*

Introduction

Communication is one of the key factors in achieving a synergic collaboration. The role of the leader will greatly affect the quality and effectiveness of the communication. That is why the leader should understand and capable of constructing an effective communication by making an open and participative communication system. Constructing a communication is not an easy task because of the diverse characteristic possessed by each individual, which includes differences in ability, behavior, knowledge, personality, intelligence, needs, as well as norm and social values. The difference in characters can also manifests in various positions whether it be the leading board or the subordinates, adding to the difficulties in the tasks. Communications is a form of human interaction in influencing each other, be it deliberately or otherwise. Not limited to a verbal form of communications as well as through mediums such as facial expressions, art paintings, as well as technology. In essence the process of communication is the process of transferring thoughts in form of ideas, information, opinion that comes from the mind of its subjects.

Leadership is considered as applied science within the social science realm. Due to its principles as well as its formulas are beneficial in improving human welfare. Dubrin (2005) states that leadership is the effort in influencing a number of people through communication in order to attain a certain by influencing and issuing others through orders or any other action that moves others to respond or enact a positive change. The action of the leaders covers the importance of communication process, thus the clarity and accuracy of communications affects the behavior and performance of its subordinates.

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Communication

The problem of communication in leadership is a cliched topics, often considered a boring topic as it has nothing left to be discussed, as we already acknowledge that communication is an integral part of leadership. In the theory of leadership, communication is a basic necessity for any leader, since they need to be able to communicate their thoughts be it inward or outward of their respective organization in order to achieve their goal.

Communication has a close relation with leadership, as a case of miscommunication often occurs when a leader made a mistake in their form of communication which then leads into a conflict or friction among the member of their organization. This mistake will most likely affect the progress of the organization towards its agreed goals. It is advised that we trace back the definition of communication itself, which derived from the Latin word *communis* and *communicatio*.

As for the definition itself, derived from the English word *communication*, is the process of transferring information, understanding, between the sender and its receiver. Within it constitutes of the communicator (the sender), the communicant (the receiver), information, media and feedback. Which means, if the process is constituted of said components, then the communication can be proceeded as it supposed to be. If the components are present yet the message are not it can be suggested that the process is a failure or what was often called as miscommunication.

A leader should be capable of communicating their thoughts. Since it's their role as the champion of communication to consolidates common goals, spread beliefs, commitments, and aspires their subordinates. As for the following positions we can assume the role of the managers are as the processor of information who focuses on communicating the data, statistics, as well as related policies.

Another responsibility of a manager is to order and to control the spread of information. Should a leader make a mistake on their part, it is to be expected that said mistake will be carried over to the lower levels. This is where an organization made it mistakes in impending their own growth. It is often that a leader neglects the facts that aside from expressing their thought it is also their responsibility to listen as part of their communication. A good leader is a leader who can also listen to their group.

To listen is an art in itself that is more than often easier said than done and not all leader is capable of doing so. It is common for an important information to be conveyed in a bottom-up fashion. That important bit of information is the one that should be listened and processed wisely by the leader. The ability to listen is a must for a leader. Among them is the ability to listen passively and participatively, empathetically and objectively, critically and free from judgments, as well as actively listen. There are a few methods that can be used by a leader to appear more sympathetic to their subordinates, such as pushing for dialogue more than monologue, understanding the view of their partner, seeing their partner as equals, try to avoid acting defensive in listening to their partner. An empathetic behavior from a leader will help building trust in their group, with its feedback received by the leader is the openness from their subordinates. Giving the opportunity of finding an easier way to solve any problem in a collaborative fashion.

In a state defense context, a leader with a state defense-oriented goals are the one who put their mindset in a stately manner. Abiding to the rulings of law, wise in behavior and action, as well as placing the state interest before their own personal interest. It goes as follows that a state defense-oriented leader would form their communication in a right and sympathetic manner. In simpler terms, doing the right things and being responsible is warranted enough to be considered state defense-oriented. Small yet right things collectively done from the family level up to level community and eventually municipality, town, and even the state will surely bring positive changes that is shown in a patriotic behavior.

The method of communication performed by the leader who's oriented in state defense will focus on components that has been stated before. By possessing the basic characteristics of the native which is having a high degree of empathy. A leader with high degree of empathy can be observed in their written or verbal use of words that is easy to understand and no lies contained within, as well as relatable to the group or the community being led by them. The expertise in communication of a leader who's oriented in state defense will be reflected in the value of their words that it matters a lot in the hearts of their people it aspires the nation's spirit. As well as soothing the heart of the people in every obstacle thrust upon the nation. (Ruly Rahadian, State Defense Expert, Directorate of State Defense, Directorate General of Defense Potential, Ministry of Defense of the Republic of Indonesia).

Leadership

Leadership theory is considered as applied science in the realm of social sciences, due to how its principles and formulas are beneficial in enriching human welfare. Dubrin (2005) states that leadership is the effort to influence a number of people through communication in order to reach a certain goal by influencing others by means of instructions or orders, or any other actions that results in others to act or to response in a positive change. It is also seen as an important dynamic to motivate and to coordinate an organization and the ability to inspire confidence and support among the members in order for the organization to attain its goal.

Among the good traits possessed by an individual, four of them are considered important for a leader to possess according to Hartind. Those four traits are valor, honesty, helpfulness, and loyalty. Basing on his story when he was given the responsibility over what his subordinates action in a certain duty. "A leader should have the courage to take responsibility, afterwards they should be honest in their actions," Hartind also add to the concept of state defense that needs to be done by every citizen. Referring to the verse 27 of the UUD 1945, every citizen has their rights and duty in state defense. State defense is the action and behavior of a citizen that is based on their patriotism. Hartind explains that a state behaves like a living creature, that it originally doesn't exist while slowly grows in each and every heart of its citizen. It is not only the duty of the TNI (Indonesian National Army) to conduct the state defense system through the means of state defense, but also the entirety of Indonesian citizen which is considered as supporting components.

There are five values as described by Hartind in the concept of state defense. Those values are patriotism, statesmanship, belief in Pancasila as the state ideology, willingness to sacrifice for the state, along with the basic of state defense in form of a healthy physical and mental state. Hartind concludes that a leader should gain the trust that can only be proven through their action and adds that every citizen should possess the leadership spirit that is oriented on state defense. Leadership, by its core understanding is the art or the knowledge to influence the action of others in order to follow the intention of the leader deliberately and without coercion to attain the common goal. In the military tradition there's a leadership philosophy known as the "follow me" leadership. Where in that philosophy the leaders are expected to act accordingly in front of their subordinates and be their role model.

The leadership in question is the one that is oriented on state defense as described in the verse 27 of the UUD 1945. Every citizen has the duty to contribute in defending their state, in which the definition of state defense is defined as the action and behavior of each citizen that is fueled by their patriotism towards the NKRI based on Pancasila and UUD 1945. In order to ensure the continuity of the state, Head of the Ministry of Defense Training Division, Major General Hartind Asrin adds three components of state defense which is the core components, reserve components, and supporting components. Meanwhile the state defense in broader terms are the will, action, and behavior of every citizen that is based on their patriotism according to Pancasila and UUD 1945 in order to ensure the longevity of the state. Defense of the state is not the sole duty of the national army but also the duty of every citizen in accordance with their ability and profession as a member of the society.

There's a close relation between the youth and the state defense awareness. To build said awareness among the youth is an important thing that can't be overlooked as the youth and the younger generation are the one who will inherit the nation. Nevertheless, this awareness should not be interpreted as merely in means of bearing arms. It is advised for the youth to find a much more creative interpretation without erasing the essence of state defense in itself. In this case it is a necessity for the younger generation to realize that they had the future and the leadership of the nation are in their hands. That is why it is imperative for the younger generation to know the essence of leadership.

The essence of leadership are awareness and willingness. Several traits of a good leader are as follows:

1. Knowledgeable, dignified, having integrity, and professional.
2. Capable of making the right judgements and to take responsibility of it.
3. Able to influence the members instead of getting influenced themselves as well being a good role model.
4. Willing to supervise, guide, instruct, listen, and to give suggestions.
5. Able to aspire and motivate.

It is necessary for the younger generation to possess the knowledge related to leadership. Beginning from the understanding of what is a leader, what are the traits, and what are the responsibilities that follows. A leader is someone who's knowledgeable and will use said knowledge to move themselves as well as others and the masses. Among the necessary knowledge are:

1. The knowledge to manage oneself along with others, including time management, the need of oneself and the group, and a selfless work ethics.
2. The knowledge to listen and to give respect for any kind of suggestions and critics.
3. The knowledge to analyze problems and making the right decision.
4. The knowledge to communicate and to negotiate in an orderly manner.
5. The knowledge to write and document stuffs as well as understanding of technology.

It is also advised for the younger generation not to fall into apathy in regard to the problems currently faced by the nation. Whether it is natural phenomenon or social phenomenon in forms of economic and political discord caused by the older generation. As the future generation the younger generation has the duty to fight the corruption be it in social or political realm.

One long term solution in keeping the integrity and safety of the nation is to fortify the fundamentals of economic, cultural, and national defense. Without a strong national defense fundament, the nation's safety and integrity will be in jeopardy. That is why the solution is to implement the subject of statesmanship in education through the teachings of state defense.

The teaching of state defense becomes important as a legal necessity. In legal terms, referring to the verse 30 of the UUD 1945, which states that every citizen has the duty in state defense. Therefore, the implementation of state defense education becomes a legal necessity based on the constitution. To add a second importance, as referred to the previous description that the necessity of state defense was in accordance with the empiric reality of Indonesia. Being on the crossroad of global interest pushes the importance to reorient the national defense system.

Leadership Communication

Communication are defined as the process of conveying a message from one party to the other. In this process whether it is the one who convey the messages or the one who receives it will use the same signs and symbols. Communication are also described as the process of exchanging information or ideas in order to achieve mutual agreement. The process of communication are crucial in every aspects of human lives, especially in regards to organizational life. Such process in an organization has many functions that will ensure the success of an organization. This form of communication has a tight relation with leadership communication.

Leadership communication is the process of a communication that is done by the leader (as the conveyor) to its subordinates (as the receiver). In its application a leader may use various forms of leadership communication in accordance to their own style as influenced by various factors. A leader should possess a kind of leadership communication or a certain style of leadership. This style of leadership should be used by the leader to influence their subordinates in order to achieve the goal of the organization.

One popular and widely applied theory of leadership communication is the one coined by Likert known as the Four Styles of Leadership. This theory is a management system theory that is based on several variables that is important in relation to management tasks such as leadership, motivational, communication, interaction, decision making, goal defining, control, as well as work performance. This theory of leadership communication is widely used to analyze the influence of a style against any change of work performance between the leader and its subordinates. In Likert's theory, leadership communication is differentiated into four categories:

1. Authoritative

In this system a leader is described as possessing an absolute authority and focused solely on objectives in a structured manner. For this type of leader any interpersonal relationship between leader and its subordinates are considered not essential and will not have any effect of work performance at all. This type of leader won't put much of a trust on their subordinates. They will also be less likely to involve their subordinates in any decision making. In turns this will create a fearful atmosphere among the subordinates that will intimidate them in their work. This leadership communication will mainly occur in one way direction from top to the bottom. This style of communication adheres greatly to the form of structural organization arrangement.

2. Benevolent Authoritative

This type of leadership still possesses the character of an authoritarian style albeit much more flexible and willingness to put trusts on their subordinates. In this system a leader keeps its task-oriented character albeit it would also assert its control to oversee the work of its subordinates. This style of leadership also known as the controlling style. In this system a leader has given their trust and a room for their subordinates to give their opinion in decision making. Said leader has open a form of bottom to top communication although it is still minor in comparison to the much more top to bottom communication. This style of communication still occurs on a formal and adheres to the structural organization arranging.

3. Consultative

In this system a leader is much more open and willing to give more trusts to its subordinates. The leader still asserts some control with much more negotiation and collaborative approach. In this system a subordinate was given the rights to express their opinion in the process of decision making, especially when it's directly involved with their given task. In this style of communication, a two-way form of communication has occurred between the leader and its subordinates.

4. Participative

A leader in this style holds the belief that an organization would work better with a much more active participation from its members. Trust has been given almost fully to the subordinates from its leader as they believe that said subordinates would be capable of making their own decision. A much more fluid and flexible form of communication in both directions. The leader would also motivate their subordinates by giving them room to actively participate in realizing the goal of the organization. The process of communication and exchange of ideas occurs in an open fashion between each party.

To understand the style of leadership communication it is necessary to observe the style of communication performed by the leader as well as its intensity to its subordinates. Leadership is the action of influencing the mind, feelings, and behavior to achieve a certain goal set by the leader. The concept of relationship between the leader and its subordinates are highly reliant on the difference in authority that is realized in differences of status, rights, and supervising. The quality of this particular communication can be observed through how their personal relationship functions.

There are various forms of leadership communication that can be applied. Which was usually influenced by the personality of the leader and their personal style in running their organization. The style would also usually have based on several basic factors such as emphasis on team work, importance of work performance, and focusing on the result of the work that is being done.

State Defense

State defense is the determination, action, and behavior of a citizen that is fueled by their patriotism towards the Negara Kesatuan Republik Indonesia (Unified State of Indonesia) that is based on the Pancasila and UUD 1945 (the constitutions) in ensuring the longevity of the state and nation.

The defense of the state is not solely the duty of the national army, but it is also the duty of every citizen in accordance with their respective ability and profession as a member of the society. One way of contributing into the state defense effort for the younger generation is by joining the Resimen Mahasiswa (Students Regiment) or Menwa for short. The Students Regiment is one branch of civil service that is trained and prepared in order to defend the state under the Sistem Pertahanan dan Keamanan Rakyat Semesta (Siskamharta)—Universal People's Defense and Security System. Each Command Center for the Students Regiment are placed within each college ground with the member consisted of the students from its respective college. The Students Regiment is considered as a reserve component in state defense that's given basic military training such as weapon training, warfare tactics, survival, paragliding, military self-defense, military gymnast, camouflage, navigation, etc.

If each and every younger generation has already possessed the basic necessity of state defense knowledge it will come automatically that they will have no more doubts in defending the state from other state. Especially in this contemporary modern era. But there are also those who are apathetic towards the state even though they are born and raised in said country. These are the ones that pose a threat to the country. As a citizen it is in our conscience to contribute to the growth and the defense of the state.

The important thing that needs to be realized by the younger generation is that they can't detach themselves from the problems currently faced by the country. The younger generation has to play an active role and take to the frontline in enacting changes. Only by doing so that the younger generation will be able to uphold the integrity of the state and to prepare for even greater threats. As to anticipate a new form of colonialism in every aspect and to withstand the force of globalization is also a form of state defense. Other important thing is the need in younger generation to possess a certain social sensitivity as well as responsibility over the current social situation in order to find a solution. By building said sensitivity the younger generation have done one of many ways to defend the integrity of the state.

The Younger Generation

The future of the state is determined by the younger generation. Indonesian younger generation is the future of this state. That is why every younger generation whether they're still in their study or has already finished it contributes as an important factor in realizing the nation's goal as well as the sovereignty of the nation.

In the past, before the independence was established in this state, the role of the younger generation was crucial for the nation's progress. Especially in establishing said independence. Even after it was established the younger generation still contributes to progressing the nation. Their concern for the country in the times of occupation was exceptional in relation to the nation's progress.

State defense is the willingness to sacrifice for the state, whether it be in form of capital or even life itself for the integrity of the state. State defense is the determination, action, and behavior of the citizen in a certain manner, coordinated, and continuous that is based on patriotism as well as statesmanship. (Kaelan & Zubaidi, 2007).

Showing the spirit and behavior of a state defense is not limited to the independence war, but it can also be shown in behavior that is in line with the ideological framing and the constitutions. According to Kansil (2001), to fulfill the independence can be considered a form of state defense, since through such positive effort in fulfilling the goal of independence will help in ensuring the longevity of the nation as well as keeping the integrity and the unity of the state in the face of globalization challenge that's threatening patriotism.

The strength of a nation rests on the hand of the younger generation. Because they're the one who will be the pride of the nation in the global stage. If each and every younger generation in a country suffers a moral degradation it will put the fate of the nation in concern. Because however it may be the younger generation will always be the future that needs to be guided with every form of education whether it's psychological or political. We must not allow the education designed and held by disregarding the younger generation. The younger generation should realize that the future of the nation and the leadership of the state rests on their hands. That is why the younger generation needs to know the essence of leadership. The essences of leadership are willingness and awareness. According to Lemhanas—National Defense Agency—from 2001, the younger generation needs to have the knowledge regarding civics and leadership. Beginning from what is a leader, the traits, and the tasks. A leader is someone with a knowledge and will use that knowledge to move themselves as well as the groups and the masses.

To build awareness over state defense in the younger generation is an important thing that can't be overlooked. Because the younger generation is the successor that cannot be disregarded from the history of the nation. Nevertheless, the awareness over state defense should not be interpreted limited to bearing arms but it needs to be interpreted even more creatively. So that in its implementation the younger generation may apply it with much more creative force without missing the essence of state defense in itself.

It is a necessity for the younger generation to contribute to the responsibility of bearing this important mandate. Should the younger generation no longer aware of this it could become a threat to the state that will one day bring the country into an even worse condition even worse compared to other country that has prepared themselves from outside threat.

If we try to take a look at the current situation of the state, it is one indicator that some of the younger generation had suffered the degradation in the awareness over the importance of state defense. We can observe them from several problems such as where the younger generations are more accustomed to take more pride in other nation's culture or symbol instead of their own. Or in other case where the

younger generation tends to abandon the national culture value by preferring the traits of westernization. As well as the increase in the amount of the younger generation who falls into drug abuse. Add to that the degradation in social awareness and concern for others shown by the increase in individualization trait among the younger generation. These problems are a clear disturbance in the awareness over state defense in the younger generation.

Other things that may disturb the awareness over state defense that should be observed is the decrease in awareness and social sensitivity in the younger generation. Where in fact that there's a lot of social problems that needs the contribution of a younger generation to help mediate the people in order to get out of their problems. Be it social, economic, or political problems.

One important thing that needs to be realized by the younger generation is that they can't detach themselves from the responsibility and problems currently faced by the nation. The younger generation needs to take a role in the frontline in enacting changes. Only by doing that the younger generation should be able to safeguard the nation's unity and to prepare themselves in facing the greater challenges anticipating a new form of colonization in every aspect over the wave of globalization is also one aspect of defending the nation. (Syarbani, 2002)

The younger generation should have the social sensitivity and the responsibility over the current social condition. The effort in state defense depends on the awareness in every younger generation over their rights and duties. Such awareness needs to be developed through a process of motivations in order to for them to love and contribute to the effort of defending the nation. This process of motivation to defend the nation would succeed if every young generation knew their nation's better parts. Aside from that every younger generation should also understand the possible existential threat facing the nation of Indonesia.

Conclusion

Nowadays there are a lot of youth that is in loss of their role in the community that it has become a necessity for a leader who could properly convey their messages to the younger generations. That said message should be conveyed by a properly communicating leader so that others may be moved to work together in order to achieve the goal of the organization. Hence, communication ability is a primary thing for a leader. The younger generation needs to be properly prepared to become said leader so that they can better manage the state with a leadership that is consistent with the state defense ethos, i.e. to put the interests of group before their personal interest. As the younger generation is responsible for the future of the state and country.

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