

SERVANT LEADERSHIP APPROACH TO IMPROVE PERFORMANCE IN HIGHER EDUCATION

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ABSTRACT

The influence of globalization is also felt in the world of education, especially universities, where with the existence of education law that allows foreign universities to operate in Indonesia, disguising competitors is not only from local universities but also foreign universities, so to be able to compete it is necessary to improve performance from the university and one of the factors that need to be considered is the existence of an effective leader.

Leadership is the art of influencing others to discuss the vision of a leader who has experienced a paradigm shift, from traditional leadership approaches to servant leadership approaches, which means initially more to the authority of a leader to be a leader who serves and empowers followers. The servant leadership approach is certainly different from the transformational leadership approach when viewed from several aspects such as: the role of a leader and the role of followers. Leadership Servant emphasizes more on moral and social justice so that it is more suitable to be applied to educational institutions because it is an institution that cares more about the conditions of social justice, because in universities the followers are mature professionally so that it is easier to harmonize and understand the interrelationships in an effort to achieve common goals. When viewed from the professional autonomy level and involvement in management, the type of organization in higher education can be divided into four parts, namely: bureaucratic, collegial, managerial and entrepreneurial. So as to be able to improve the performance of these types of organizations, it requires a leadership approach that emphasizes empowering followers.

Key words: servant leadership, Higher education, role of leader