Leadership Style of Buddhist Leader in Family Business

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ABSTRACT: This study aims to determine the leadership style used by Buddhists in their family business to be successful in the business era. This type of research is qualitative, using data collection techniques, namely interviews and observations on leaders from medium and large scale businesses that are family businesses, with a background in Buddhism. To test the validity, triangulation test data sources will be used. Based on the analysis of the data obtained, company leaders use the leadership style adopted from the teachings of Buddhism, namely Uttanasampada (diligent and passionate about working), Arakhasampada (carefully guarding the wealth obtained), Kalyanamitatta (associating with people who are virtuous). In addition, leaders dominate the directive leadership style.

KEYWORDS: Buddhist teachings, leadership style, family business

I. INTRODUCTION

Religious teachings shape the character of each individual and then the character is brought to be applied as a culture in an organization or company. According to Anchua & Lussier (2010, p. 329) organizational culture or corporate culture reflects the leadership style of a leader in that organization or company. Culture that is successfully accepted by all parties concerned will shape success in the organization or company. According to Bass and Avolio (1997) success in a company includes effective and company performance is influenced by the leadership style adopted in that company (in Salman, et al. 2011). According to Manning and Curtis (2007, P 52) there are three types of leadership styles namely directive style, participative style, and free-reign style. This study aims to determine the Buddhist leadership style that is applied in a family business. As well as knowing the involvement of Buddhist teachings on the leadership style of a company or organization leader. Taken from Tripitaka, Buddhism that supports business teachings, namely Uttanasampada means diligent and passionate at work, Arakhasampada means full of heart careful safeguarding the wealth that has been obtained, and Kalyanamitatta means associating with people who are moral (in Uttamo Thera, Nd).

II. RESEARCH METHOD

Qualitative research is a type of research used to understand research in depth. The type of research that researchers use is qualitative research. Conceptually, this study discusses the leadership style practiced by Buddhists in family business.

Conceptual Definition: The following is the conceptual definition of this research, namely:

Leadership style: three leadership styles: a). Directive style This leadership style shows the leader's role as a decision maker and the results of the decisions made are applied in the company to be carried out by followers. b). Participative style This leadership style shows in decision making, leaders give permission to followers to express ideas, questions, and discuss together. c). Free-reign style In this leadership style, the leader gives the authority for followers to make decisions in full but on the limits of certain problems.

Teachings of Buddhism: there are three concepts namely a). Uttanas means that they are diligent and passionate about working. This is the same as motivation because motivation is an effort that builds actions to achieve the desired results. Efforts and actions are things that appear in the results so called diligent. To achieve the desired results is a push from within self so called spirit. In Uttanasampada or motivation there are two important things namely Diligently will be examined from the activities carried out by the leader in his daily life, working hours, activity density, and completion of the leader's responsibility for their tasks. The spirit will be examined from the reason the leader can still be enthusiastic in working until now. b). Arakhasampada This teaching has the meaning of carefully guarding the wealth that has been obtained. Resources capabilities means the company's internal ability to coordinate and maximize resources. Coordination of deficiencies in the company so that excess can be maximized.
There are four important things, the first is an effort so that the deficiencies that have not yet arisen will be examined from the reason the leader remains optimistic in running his business and the regulations applied in the business. Optimism is a positive belief in what is done. By having an optimistic attitude, the leader has an effort so that deficiencies that are not yet owned do not arise. With the existence of regulations, it can prevent undesirable things or the same as preventing unfortunate shortages from arising. The second is the effort to eliminate the shortcomings that have been investigated from the presence or absence of solutions taken in the problems faced by leaders. The third is an effort to grow the excess that is not yet owned will be examined from the efforts made by the leader to use the excess resources available to be allocated to other sectors that are not yet owned. The fourth is the effort to develop the strengths that are already owned will be examined from the business plan of the future leader or the efforts made to enlarge the business that is currently owned.

Research Object and Subject: The research subjects were Buddhists who acted as owners of the family business. The object of research is the Buddhist leadership style. The technique of determining the informants that the researchers used was purposive sampling. The criteria for the informants selected by the researchers are Buddhists who have medium and large businesses, in addition to that the resource persons are also actively involved in worship activities or participate in social activities.

Data Collection and Validity: In the research that researchers do, the data collection techniques that researchers use are interviews and observation. Researchers use data source triangulation as a technique to check the validity of the data.

III. ANALYSIS AND DISCUSSION:

Diligent resource persons from medium-sized businesses and Resource persons from large business diligently. Diligent can be proven from working hours at the resource shop from medium-sized businesses is eleven hours, during which there are activities serving visitors and suppliers who come to the store. This is also found in resource persons from big business, namely factory working hours are nine hours, during business hours, resource persons from big businesses oversee production and sign important documents. In terms of working hours, resource persons from medium-sized businesses and resource persons from large businesses act as decision makers because of the low ability of workers in companies to influence this, and because leaders have strong formal authority. 2). The spirit of resource persons from medium-sized businesses and resource persons from large businesses have enthusiasm. This can be proven from the motto owned by Interviewees from medium-sized businesses that to be successful in business must be passionate. Also, having a goal and feeling the benefits of the business keeps resource people from the medium-sized business enthusiastic. It is also found in the resource persons from big business, which is to keep their enthusiasm at work, the resource persons from big business have a goal that is the family. This is also evidenced by the contribution of the two speakers to the company. This spirit is a decision made by a resource person from a medium business because the formal authority of a resource person from a medium business is strong in terms of maintaining the spirit because it is individual and subjective. Decisions are also made by big business sources because decisions are subjective, so the ability of workers to influence low and formal authority of leaders is strong. 3). Efforts to ensure that shortages that are not yet owned do not arise Intermediaries from businesses do business so that shortages that are not yet owned do not arise by having confidence and applying regulations. Resource persons from big businesses do business so that shortages that are not yet owned do not arise by way of maintaining quality and prices in order to compete in the market, also using 90% of non-permanent employees. The decision to make an effort so that shortages that are not yet owned do not arise are decided by the resource persons from the middle business, due to the strong formal authority because in terms of forming regulations, the resource persons from the middle business hold management tasks.
it is seen that the work of workers as helping the distribution process and not management. Confidence is subjective. In this case, the decision is taken by the resource persons themselves from big business because the complex task structure is about quality and price, and because the resource persons from big business are the highest leaders, the formal authority is strong. 4). Efforts to eliminate shortages already owned by resource persons from medium-sized businesses make efforts to eliminate shortages that have been owned by collecting debt, installing CCTV that leads to the cashier, and buying goods before prices rise. Interviewees from big business make an effort to eliminate their shortcomings by submitting complaints, rebuilding burnt and insured factories, making Surabaya GuangZhou department expeditions and vice versa, changing prices according to inflation, and dividing job desks to employees clearly. In terms of making an effort to eliminate shortcomings that have been owned, resource persons from medium-sized businesses and resource persons from large businesses choose to discuss, accept ideas of high ability in this case due to their long work experience, and the ability to deal with complex task structures. 5). Efforts to grow excess that are not yet owned Resources from medium-sized businesses make efforts to grow excess that is not yet owned by investing money into shophouses and stocks. The resource persons from big business do business to grow the advantages that are not yet owned by making unrelated diversification business such as motorbike dealers, clock machine importers, expeditions and will open a paper mill that is being consulted with KMC. In terms of making an effort to grow the advantages that are not yet owned, resource persons from medium-sized businesses act as decision makers because the complex work structure means that employees in the shop have a task in terms of helping the distribution process, while Resource persons from the middle business are in management, in terms of growing advantages. Resource persons from medium-sized businesses use a way to invest in stocks and shophouses. This is a complex task structure if done by employees. Whereas the resource persons from big business choose to discuss beforehand because of their high employee ability and complex task structure. 6). Efforts to develop the strengths they have

Interviewees from medium-sized businesses make efforts to develop their strengths by thinking about items that will be added to the store, developing motivation in themselves, increasing customer confidence by providing good service, enlarging the store into two shop houses. Resource persons from big businesses make an effort to develop their strengths by expanding their business to the export market, taking part in business exhibitions, passing on business to their children and grandchildren, sending their two children to China for the purpose of trade relations. In making efforts to develop their strengths, resource persons from medium-sized businesses and resource persons from big businesses act as decision makers. Because, resource persons from medium-sized businesses and resource persons from large businesses have strong formal authority because they are in charge of management. 7). Voluntary Interviewees from medium-sized businesses provide voluntary assistance in the form of giving material or bonuses to employees who have good performance, distributing cakes to visitors and employees. Non-material willingness given by resource persons from medium businesses in the form of providing a place of worship for people who want to worship. This is also found in the resource persons of big business, namely the willingness to share material by giving bonuses. Non-material willingness, namely resource persons from big businesses are willing to go home later than their employees. In doing this, the resource person from the middle business and the resource person from the big business act as decision makers. Because it is subjective so the employee's ability to influence or regulate is low, and because it is subjective the formal authority is strong. 8). Pleasant and subtle remarks In terms of saying, resource persons from medium-sized businesses and resource persons from large businesses speak pleasantly and subtly, that is by way of reprimanding slowly or by speaking nicely to things that are less liked. Resource persons from medium sized businesses. Resource friends from big business also need, provide employee assistance, provide facilities in the company. In doing this that is useful for others, resource persons from medium-sized businesses and resource persons from large businesses act as decision makers. Because the employee's ability to influence or regulate is low, and because it is subjective, formal authority is strong. 10). Inner peace and not arrogant Resource persons from medium-sized businesses have inner peace and are not arrogant which can be proven from resource persons from medium-sized businesses willing to accept input from employees, remain grateful, not greedy, remain patient, order employees smoothly, and assume no difference in social status. Interviewees from big businesses have inner peace and are not arrogant which can be proven from accepting the situation gracefully, perceiving no difference in social status, and responding to greetings from employees. In inner peace and not arrogant, resource persons from medium-sized businesses and resource persons from large businesses act as decision makers. Because the employee's ability to influence or regulate is low, and because it is subjective, formal authority is strong.

IV. CONCLUSION

Buddhists who have a family business are the resource persons. The speakers used the leadership style in accordance with the teachings of Buddhism, namely Uttanasampada (diligent, enthusiastic), Arakhasampada
(carefully guarding the wealth that has been obtained), Kalyanamitatta (bargaul with people who are virtuous). Based on the teachings of Buddha, resource persons from the middle business are more inclined to the leadership style of Kalyanamitatta (on points that are useful for others. Resource persons from big businesses are more inclined to the leadership style of Arakhasampada (at the point of trying to eliminate the deficiencies that are already owned). Directive leadership style is used. by resource persons from medium-sized businesses and resource persons from big business, suggestions, so that medium-sized businesses become large can use the Arakhasampada leadership style, namely at the point of eliminating the deficiencies that have been owned. Mean businesses in terms of Arakhasampada (carefully keeping the wealth that has been obtained) can use the leadership style Participative namely by using workers who have high ability.

REFERENCES