

RINGKASAN

Penelitian tentang kepala desa telah banyak dilakukan, tetapi sebagian besar meneliti bagaimana pengaruh kepemimpinan terhadap kinerjanya (Sineke, A., Gosal, R., dan Lopian, M., 2017; Sipanawa, F., 2015; Fathoni, M., Suryadi, Rengu, S.P., 2015; Rochmah, 2019; Putri, W.D., Haryanti, R.H., 2017). Penelitian ini mengkaji tentang apa yang memotivasi orang menjadi kepala desa. Beberapa penelitian tentang telah mempelajari motivasi kepala desa dengan menggunakan teori motivasi yang berasal dari Maslow, sedangkan penelitian ini menggunakan teori Chan & Drasgow (2001).

Selanjutnya penelitian ini mempelajari hubungan antara *Regulatory focus* dengan MTL – *afektif, non-calculative- normative*). Secara teoritis, seseorang yang menjunjung tinggi nilai profesionalisme, kemungkinan akan berkorelasi dengan MTL *afektif* dan *normative*, tetapi kemungkinan akan berkorelasi negative dengan MTL *non-calculative*. Penelitian ini dilakukan di desa yang berada di Kabupaten Banyumas dengan menyebarkan kuesioner kepada kepala desa sebagai responden. Responden dalam penelitian ini berjumlah 152 kepala desa.

Hasil penelitian ini menunjukkan bahwa kepribadian stabilitas emosi (*neuroticism*) berpengaruh negatif terhadap motivasi untuk memimpin *afektif, non calculative* dan *normative*. Nilai BerAkhlak berpengaruh positif terhadap motivasi untuk memimpin *afektif non calculative* tetapi tidak berpengaruh terhadap motivasi untuk memimpin *normative*. *Regulatory focus* promotif tidak berpengaruh positif terhadap motivasi untuk memimpin *afektif*, dan *non calculative* tetapi berpengaruh positif terhadap motivasi untuk memimpin normatif kepala desa di Kabupaten Banyumas.

Kata Kunci: *Neuroticism, Regulatory, Promotif, Berakhlak, Motivasi Memimpin*

SUMMARY

Research on village chiefs has been extensively conducted, but most have examined how leadership affects their performance (Sineke, A., Gosal, R., and Lopian, M., 2017; Sipanawa, F., 2015; Fathoni, M., Suryadi, Rengu, S.P., 2015; Rochmah, 2019; Princess, W.D., Haryanti, R.H., 2017). This research examines what motivates people to become village heads. Some research on having studied the motivation of the village head using the motivation theory derived from Dai Maslow, while this research uses the theory of Chan & Drasgow (2001).

Furthermore, this study studied the relationship between Regulatory focus and MTL – affective, non-calculative- normative). Theoretically, a person who upholds the value of professionalism, is likely to correlate with affective and normative MTL, but it is likely to be negatively correlated with non-calculative MTL. This research was conducted in a village in Kabupaen Banyumas by distributing a questionnaire to the village head as a respondent. The respondents in this study were 152 village heads.

The results of this study show that personality emotional stability (neoroticims) negatively affects the motivation to lead affective, non-calculative and normative. The Value of BerAkhlak has a positive effect on the motivation to lead non- calculative affectively but does not affect the motivation to lead normatively. Regulatory focus promotion does not have a positive effect on the motivation to lead affectively, and non-calculative but has a positive effect on the motivation to lead the normative head of the village in Banyumas Regency.

Keywords: Neuroticism, Regulatory, Promotive, Moral, Motivational Lead

