

RINGKASAN

Penelitian ini membahas tentang analisis pengaruh *values* dan *self efficacy* terhadap *motivation to lead* dan gaya kepemimpinan kepala desa di Kabupaten Banyumas. Responden penelitian ini adalah kepala desa dan perangkat desa yang berjumlah 152 desa di Kabupaten Banyumas.

Kesimpulan yang diperoleh dari penelitian ini yaitu: 1) *Self-efficacy* berpengaruh positif terhadap *motivation to lead* afektif kepala desa di Kabupaten Banyumas; 2) *Self-efficacy* berpengaruh positif terhadap *motivation to lead* sosial normatif kepala desa di Kabupaten Banyumas; 3) *Values* berAKHLAK berpengaruh positif terhadap *motivation to lead* afektif kepala desa di Kabupaten Banyumas; 4) *Values* berAKHLAK berpengaruh positif terhadap *motivation to lead* sosial normatif kepala desa di Kabupaten Banyumas; 5) *Motivation to lead* afektif berpengaruh positif terhadap gaya kepemimpinan transformasional kepala desa di Kabupaten Banyumas; 6) *Motivation to lead* sosial normatif tidak berpengaruh terhadap gaya kepemimpinan transformasional kepala desa di Kabupaten Banyumas.

Implikasi yang dapat diterapkan dari penelitian ini adalah: 1) Pemda dapat memberikan pembekalan tentang peningkatan soft skill terhadap kepala desa di Kabupaten Banyumas melalui seminar, pelatihan, atau studi banding dengan kabupaten lain karena kepala desa di Kabupaten Banyumas. 2) Bappedalitbang dapat turut memberi masukan kepada kepala desa di Kabupaten Banyumas mengenai rencana-rencana pembangunan atau program yang akan dilaksanakan kepala desa agar sesuai dengan potensi yang dimiliki desa tersebut. 3) Pemerintah dapat memerhatikan standar minimal pendidikan sebagai syarat menjadi kepala desa berdasarkan UU No. 9 Tahun 2015 yang awalnya minimal lulusan SMP menjadi lulusan perguruan tinggi atau sarjana. Syarat ini diharapkan mampu meningkatkan kompetensi seorang kepala desa agar desa mampu lebih berkembang ke arah yang lebih baik.

Kata Kunci: *Self-Efficacy*, *Values* berAKHLAK, *Motivation to lead*, Gaya kepemimpinan transformasional

SUMMARY

This study discusses the analysis of the influence of values and self-efficacy on motivation to lead and leadership style of village heads in Banyumas Regency. Respondents to this study were village heads and village apparatus, totaling 152 villages in Banyumas Regency.

The conclusions obtained from this study are: 1) Self-efficacy has a positive effect on the affective motivation to lead village heads in Banyumas Regency; 2) Self-efficacy has a positive effect on motivation to lead social normative village heads in Banyumas Regency; 3) Values of having AKHLAK have a positive effect on the affective motivation to lead village heads in Banyumas Regency; 4) Values of having AKHLAK have a positive effect on motivation to lead social normative village heads in Banyumas Regency; 5) Affective motivation to lead has a positive effect on the transformational leadership style of village heads in Banyumas Regency; 6) Social normative motivation to lead has no effect on the transformational leadership style of village heads in Banyumas Regency.

The implications that can be applied from this research are: 1) The regional government can provide debriefing on soft skill improvement for village heads in Banyumas Regency through seminars, training, or comparative studies with other districts because of village heads in Banyumas Regency. 2) Bappedalitbang can also provide input to village heads in Banyumas Regency regarding development plans or programs that will be implemented by village heads so that they are in accordance with the potential of the village. 3) The government can pay attention to the minimum standard of education as a requirement to become a village head based on Law no. 9 of 2015, which originally graduated from junior high school to a university graduate or bachelor's degree. This requirement is expected to be able to increase the competence of a village head so that the village is able to develop in a better direction.

Keywords: *Self-Efficacy, Values berAKHLAK, Motivation to lead, Transformational leadership*