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The strategy of the women's leadership (a case study of the head village in Puger Subdistrict)

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The strategy of the women's leadership (a case study of the head village in Puger Subdistrict)

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Abstract. This study uses descriptive qualitative research methods. Data collection techniques in this study using interview techniques, observation and document data analysis. The results of the study showed women's leadership in 3 villages in Puger sub-district runs well. Various achievements have been achieved during leadership this village head, including the Grenden Village Superior Program, the BUMDES, which become the best representative of Jember Regency. In addition, for the village of Jambearum led by Imroati's mother, she also succeeded in carrying out various developments in the village of Jambearum. Likewise with the strategy of Wringin Telu village chief who uses an interactive style of running his duty. So that this becomes a positive value for their leadership and its relation to it relationship with the community / residents in the village.

1. Introduction

Leadership plays a very important role in the organization. Related issues leadership is still very interesting to discuss until now. Various media both print and electronic media often discuss and display related issues leadership so as to lead to opinions and talks that are warm in the community. Role leaders who are very important and strategic for achieving the vision and mission and objectives organization is one of the things that encourages someone to always discuss and investigate the ins and outs related to leadership.

Leaders in the government sector have a dominant function in the framework improve the smooth running of the government and achieve development goals. Leaders have a major influence on the success of the organization. Leadership is a key element in organizational effectiveness, because of the quality of an organization can be seen from the collaboration between members of the organization and its leaders. Not only that, leaders also create transformational conditions (Faturahman, 2018) meaning leaders motivate subordinates to do better according to the expectations of subordinates increase the value of assignments by encouraging subordinates to sacrifice themselves for the sake of Organizational interests are followed by improved levels of subordinate needs.

Leadership cannot be separated from individuals who act as leaders. And not the least that connects the ability of individuals to lead with aspects biological, namely the differences in male and female sex. That was later resulting in the term gender inequality by placing women in unfavorable conditions, even though women are human resources even in the whole world the number is far greater than men.

When talking about leadership between men and women, there is one stereotypes that tend to compare between male leaders and female leaders. The stereotype meant that a leader was predominantly masculine (koening, Eagly, Michell, & Ristikari, 2011). The latest discussion that looks at leadership men and women have differences in lead style. Female leaders are seen more have the character of nurturing, understanding, helping, collaborative, empathetic, social, sensitive, cooperative and expressive rather than male (Eagly, 1987, Eagly & Johnson, 1990, Hall, 1984). On the contrary, men have more independent, advanced, assertive and competent characters "(Eagly, 1987, p.686). This stereotypical discussion is also widely discussed in various writings including Powel and Butterfield (1994) who argues that the position of leader or manager requires character 'masculine' such as

firmness, competition, and high thinking '. Heilman (1989) too argues that the attributes of "women" are less likely to be the same as men for success lead. In short, according to (Eagly & Johnson, 1990; Powell & butterfield, 1989 Terborg, 1977) less qualified women than men for management positions or leader.

Issues related to women's leadership are still the topic of discussion warm in every type of work. The percentage of women as leaders when compared the overall female population is also much lower than the percentage men as leaders (Bass in Mangusong, 2009). Setiawati (2012) said that the number of women in Indonesia, which exceeds half of the population, is the potential of HR (Human Resources) is extraordinary, but it becomes meaningless when the government and all related institutions cannot provide optimal programs and roles in society.

The desire of women to participate in the political arena can finally be achieved accommodated with a 30% quota of involvement of women as administrators of political parties and legislative members (Rianti, 2009). President Joko Widodo in his field practice too began to trust women to occupy several important positions in the cabinet the government. The cabinet does not only become the most cabinet that allocates seats for professionals, but become the most giving cabinet seats for women throughout history after reform. There are eight ministers women in the cabinet of the president of JokoWidodo include the Minister Coordinator of Human Development and Culture Puan Maharani, Minister of Marine Affairs and Fisheries Susi Pudjiastuti, Minister of Foreign Affairs Retno Lestari Priansari, Minister of BUMN Rini M Soemarno, Minister of Environment and Forestry Siti Nurbaya, Minister of Health Nila F Moeloek, Social Minister Khofifah Indra Parawansa and Minister of Empowerment Women and Child Protection Yohana Yembise (Permana, 2014).

Women's leadership in its development is one form the emancipation of women which has been discussed since this decade. Women's natural attributes who are sensitive, intuitive, empathetic, caring, able to cooperate, and accommodating making organizational processes effective (Growe, 1999). In the world of politics many countries are currently experiencing a change related to existence women. Although women are still far behind compared to the male presence in politics, only 19.6% of women are in parliamentary seats (Quotaproject, 2012), but compared to before there were more women who occupy important positions in the public sector. In the world today there are some women who are occupying the top position in the public sector, including German Chancellor Angela Markel who is currently the de-facto leader of the European Union. Dilma Rousseff from Brazil, Cristina Fernandez from Argentina where they are president of the fifth largest country and to eight in the world, besides that there is Hillary Clinton who is the Secretary of the State US at that time.

While according to Thea (2011) the success of someone in leading the government depending on the knowledge, quality and credibility of each. So that when a person leaders already have sufficient ability in knowledge in their fields and have good quality and high credibility, then someone will be able become a good government leader. So in the opinion of Thea the determination of success or failure in a lead is determined by ability, quality and credibility possessed.

Nowadays we can see women's role as a leader in various fields and occupying a strategic position in people's lives. Indonesia once had one the first female president, Megawati Soekarno Putri. Whereas there are many in the Era today the names of female leaders who always exist and excel in their fields include: Finance Minister Sri Mulyani has recently been named "Finance Minister of the Year, East Asia Pacific "or as the best finance minister in East Asia and the Pacific in 2018 version of Global Markets magazine, besides that he was also appointed as The Best Minister in The Word aka the best Minister in the World, by Word Government Submit that was carried out at Dubai, United Arab Emirates.

Besides that there is Tri Rismaharini as mayor of Surabaya where he was crowned as one of the best leaders in the world, the source version of Fortune magazine is 6.com . Rismaharini succeeded in transforming a city with a population of 2.7 million into a city a new metropolis in Indonesia that focuses on green open space and environmental preservation. The city of Surabaya which was previously famous for its pollution and its beauty, is now beautified with 11 beautiful plants and other green open spaces. In addition, the news posted on Antara.com reported that Tri Risma was named an inspiring leader in Singapore in 2017 yesterday. And many more achievements obtained by Tri Risma while serving as Mayor of Surabaya.

Besides Sri Mulyani and Tri Rismaharini there are many female figures who also exist in the land public and become leaders, these female leaders include: Khofifah Indar Parawangsa which is the

Chosen East Java Governor in 2018, Tantriana Sari, Probolinggo Regent elected, Faida Regent Jember, Haryanti Sutrisno Regent of Kediri, Dewanti Rumpoko Mayor batu, Rukmini Buhori Mayor of Probolinggo, Mundjidah Wahab Regent of Jombang was elected, Ita Puspita Sari Mayor of Mojokerto was elected, Anna Mu.awanah, elected Regent of Bojonegoro.

Jember Regency has 31 sub-districts and 248 villages. With the total population at in 2017 there were 2,929,000, consisting of 1,688,866 male and female souls 1,330,134 female souls. This shows that in the regencies of jember still dominated by men, but the highest leader in the district of Jember turned out is a woman. The existence and progress of women's leadership in the public sphere not only in big cities, but even the smallest scope like the village head it turned out that there were many leaders who came from women. One of them is in the Puger District Area. Puger District consists of 12 villages, 9 villages led by male village heads and 3 villages led by female village heads. including the Village of Jambearum which was led by Ibu Imroati, BA, Desa Grenden which was in led by Ms. Titis Puspaningrum, and Wringin Telu Village, which was led by Ms. Wahyu Sukmawati. Based on this background, the authors are interested in conducting research in the formulation of a thesis entitled the strategy of the women's leadership (a case study of the head village in Puger Subdistrict).

2. Methods

2.1 Research Methods
The research method used in this study is the qualitative method. Qualitative research aims to explore and build a preposition or explain the meaning behind reality (Bungin, 2010). Sugiono (2009) explains, qualitative research methods is a research method used to examine the condition of natural objects, where the researcher is a key instrument, taking sample data sources is done secarapuposive and snowball, data collection techniques with triangulation (combined), analysis data is inductive / qualitative, and the results of the study emphasize the meaning more than generalization.

2.2 Definition of Research Focus
As already explained in the formulation of the problem and research objectives, focus this research was the leadership of 3 female village heads in Puger District Jember. The leadership of women is seen from the management of the village head in running the task as village head is seen in terms of education, socio-economic and empowerment society.

2.3 Data Collection Techniques
a. Interview
b. Observation
c. Document Analysis

3. Results and Discussion

3.1 Leadership Theory
Leadership is a matter of relationship and influence between leaders and those who are led. Such leadership arises and develops as a result of automatic and intermediate interactions leaders and individuals led by interpersonal relationships. This leadership can function on the basis of the power of leaders to invite, influence, and mobilize people to do something to achieve a certain goal (Kartono, 2013: 6).

Leadership is the process by which someone has a position or position which is used to influence others, but the purpose of influencing here is for obtain a goal from the leadership process itself. Leadership itself means giving examples to followers to achieve a goal in a the organization. Understanding leadership varies as much as people who try defining the concept of influence in determining organizational goals, motivsational behavior followers to achieve goals, influence to improve the group and culture. Besides that it also affects the interpretation of the events of his followers, organizing and activities to achieve goals, maintain working relationships with groups, obtaining support and cooperation from people outside the group or organization.

Leadership is sometimes understood as the power to move and influence people. Leadership as a tool, means or process to persuade people to be willing to do something voluntary or joyful. There are several factors that can move people, namely because of threats, awards, authority, and persuasion also said to be the process of directing and influencing existing activities its relationship with the work of group members. Three important implications are contained in terms of: (1) leadership involves other

people both subordinates and followers, (2) leadership involves the distribution of power between leaders and members groups in a balanced manner, because group members are not without power, (3) existence the ability to use different forms of power to influence behavior behavior followers through various ways (Rivai, 2006: 3).

3.2 Leadership Criteria
Successful leaders should have several criteria. Any criteria depending on the point of view or the approach used whether it is the nature of his personality, his skills, his talents, his characteristics, or his authority. Efforts to assess the success or failure of the leader is carried out by observing and recording the nature and quality of the quality of the behavior, which is used as a criterion for evaluating leadership. Leadership criteria can be briefly stated that effective leaders is honest, physical and mental vitality, intelligence, wisdom, responsibility, competence, understand the needs of followers, interpersonal skills, the need for achievement, able to motivate and encourage, be able to solve problems, convince, have the capacity to win, have the capacity to manage, decide, determine priority, able to hold trust, have influence, be able to adapt or possess flexibility

3.3 Leadership Functions
The function of leadership is basically to guide, guide, guide, building, giving or awakening motivating work, driving organizations, undergo a good communication network, provide efficient supervision or supervision and bring followers to the intended target, according to the provisions of time and planning (Kartono, 2013: 93). Male and female leaders have functions same leadership. The ability to make decisions is the main criteria within assessing leadership effectiveness the various criteria a leader runs various leadership functions including:

a. The leader as determinant of the direction to be taken in an effort to achieve the goal. Vice and organizational spokespersons in relations with parties outside the organization.

b. The leader as an effective communicator.

c. A reliable mediator, especially in deep inner relationships analyze conflict situations.

3.4 Leadership Pattern
A person's leadership pattern tends to be very varied and different. Pattern leadership is the way leaders lead themselves as leaders, how to act in using his power, for example authoritarian, democratic leadership patterns paternalistic (Rachmansyah, 2008: 23). Leadership patterns will be seen from type and style used by a leader in carrying out leadership functions, then leadership activities will take place. If the activity is sorted, it will be seen leadership style with each pattern. The leadership style is the basis of classifying the type of leadership. Based on the three basic patterns formed leadership behavior manifested in the leadership categories which consist of three types principal of leadership, namely:

a. Type of Authoritarian Leadership
This type of leadership places power in the hands of one person. The leader acts as a single ruler. Position and duties of subordinates solely as executing decisions, orders, and even the will of the leader.

b. Free Control Leadership
Type This type of leadership is the opposite of the type of authoritarian leadership. Leader stand as a symbol. Leadership is carried out by giving decisions and do activities according to the will and interests of each full freedom in people led in making decisions and carrying out activities according to will and the interests of each, both individually and in small groups. The leader only functions as an advisor.

c. Type of Democratic
Leadership This type of leadership places humans as the main and most important factor in each group / organization. The leader views and places the people He led as a subject who has a personality with various aspects, such as himself too. Will, will, ability, ideas, creativity, initiative different and appreciated are channeled fairly. This type of leader always tries to make use of each person led (Rivai, 2006: 56-57).

The type of leadership above in practice is complementary or mutually supportive varies, which is adjusted to the situation so that it will produce effective leadership. Style means attitude, movement, behavior, beautiful attitude, movement good way, the ability to do good, while the leadership style is a set of traits used by leaders to influence subordinates to target organization is achieved or it can also be said that leadership style is a pattern of behavior and strategies that are liked and often applied by leaders. In this study, researchers want to see what type of leadership is applied by the female village head in the village in Puger sub-district.

There are six styles that Goelman has adopted, including:

a. Visionary, an example of a leadership style that elevates the emotional climate and change the spirit of the organization at various levels, as an example of a visionary leader interpret where the group goes, but not how to reach the goal allowing people to innovate, experiment and face the risks taken into account.

b. Counselor, this leadership style focuses on individual development, not on achievement of goals, but in general this style predicts an emotional response positive and better results.

c. Effective, namely a style that only focuses on praise that can make a poor performance it continues without improvement and employees can perceive mistakes as tolerable.

d. Democratic, this style is built based on a single tri emotional intelligence ability. Leaders like this create a feeling that they really want to listen to the mind and concern of employees and they are willing to listen. Leaders like this are not only oriented as leaders who are above, but also feel how as a member.

e. Determinants of speed, is a style that faces challenges with goals that are interesting, because someone is done badly, the impact is very negative f. Ruling, this style is used to govern subordinates to do something work. This style is often misused by the leader and therefore the use of that right is when the atmosphere is critical to generate changes in direction or to employees problematic (Goelman, 2006: 65).

The six styles above basically depend on the carrying of an inner leader lead down, different styles in the lead will produce a different achievement. The style used by the leader can influence the intensity of closeness with a subordinate, so on the basis of the style chosen by one the leader will influence the achievement results.

3.5 Theory and Leadership Techniques

The scope or theme of leadership essentially includes the main problem, namely leadership theory and leadership techniques:

a. Leadership Theory

1. An generalization of a series of facts about basic traits and behavior leaders and leadership concepts.

2. By emphasizing the historical background and causes of its arising leadership and the requirements to be leaders of the qualities required by a leader, basic tasks and functions, and professional ethics that need to be pegged by the leader

b. Leadership Techniques

The ability and technical skills of leaders in applying theories leadership in the midst of practice in life and in certain organizations, and 2. Covers the concepts of thought, daily behavior and equipment used (Cartono.2013: 3). 5. Women's Leadership The term woman can be viewed from several concepts such as sex (sex) who looked at women biologically and the concept of gendery which looked at women social construction. According to the type of concept concept, gender is a perspective the division of two human genders that are biologically determined inherent in the species certain sex, namely that men are humans who have or are like a list The following: has a penis, has a jakala (when jingling), and produces sperm. While women have reproductive organs such as the uterus and the canal to give birth, reproduce eggs, have a vagina and a breastfeeding tool. The devices are biologically attached to women and men, forever, in the sense of being interchangeable and has become God's nature.

Women are active economic actors, reliable family nurses. They do not expect compensation, because the main purpose is so that social, economic and children's education is fulfilled (Sunarijati et

al., 2000: 61-62). From several concepts of understanding about women and men revealed by several figures, differences arise between men and women naturally (biologically) in various cultural contexts often underlying the differentiation of roles (divison of labor) that exist. As a result there is often an absence the balance of roles between men and women which in some cases can raises the dominance of men and women. In the community, the influence of patriarchal culture is strong which distinguishes between them male and female power based on traditional gender roles, still still covers various aspects of life. Even though the emancipation movement has been able to become a driving force for the entry of roles into various public sectors (education, economy, industry), however, the reality still shows that among them many are only involved in fields that are an extension of gender roles traditional. The pattern of care for women is also still dominated by emphasis on the role and division of labor based on gender. Therefore, if women do actions differ from what society expects, they are labeled as strange, abnormal, behave deviant. In Indonesia the treatment of women is doing different actions is also considered strange and deviant (Sihite, 2007: 6).

Women who are underestimated are time to start now shows that women have the same ability as men both deep lead, work or get an education. Leadership of a woman now this is not a strange thing, because there are many women who lead well within political world and non-politics. The leadership of the female village head is expected to be able to influence the performance of their subordinates in carrying out tasks achieve the desired goal, namely to improve the quality of the community. As a leader, the village head has the main task of leading the community. In women's leadership according to Carol A. O'Cannor (1996: 30-31) has advantages and weaknesses in leading subordinates are as follows:

a. Advantages

1. Women are synonymous with gentleness, calmness and humility. The nature of that owned by women is certainly different from the nature possessed by men, this is what can make the characteristics of women in leading their subordinates namely humility owned will cause a comfortable impression on his subordinates he leads because the leader can put himself wherever he is and not feel there the difference between subordinates and superiors, calmness in thinking and completing problems can be one of the strengths of a woman leader in every issue it will never be completed if it is not responded to with calm thinking, a gentle nature owned by women in general can lead to a conducive working atmosphere because the commands given and advice given to his subordinates always delivered with subtle speech.

2. Having analytical and careful nature, be careful when making decisions later it will be used as a village policy and for the future of the village He led, analyzed every problem faced by his subordinates and problems personal in his life before making a decision becomes one of the benchmarks his leadership.

3. More understanding and understanding what his subordinates want. Suggestions and criticisms given subordinates to their superiors must always be welcomed and given feedback to motivate the performance of subordinates. Understand and understand what is desired subordinates at work, for example a subordinate wants more bosses being responsive to the performance of the teacher, the leader must understand that matter.

b. Weakness

1. Self-confidence that tends to be less Support from subordinates is also very important for progress of a leader because subordinates know more about the nature and manner lead it, therefore it is not uncommon for a leader to lack confidence in lead an institution due to lack of support / support from subordinates for progress the organization he leads and this can result in new developments subordinates at work and for the organization they lead. This turns out become one of the weaknesses of a woman in leading an institution education or school.

2. Less courageous or less assertive in making decisions.

3. The nature of the analysis and caution in taking every ordinary decision becomes one the advantages of a female leader, but the right analysis was chosen less assertive in front of his subordinates, decisive decisions can be made reflect a leader of his authority.

4. Sometimes authoritarian traits appear, for example: dictating the duties of subordinates and coworkers. Character authoritarian and dictating can sometimes arise in a leadership organization because not all subordinates can follow the path of their superiors' minds because of this also subordinates who are not obedient to the command, this is what causes character an authoritarian

leader sometimes appears and dictates each task performed subordinates because of subordinate disobedience to superiors.

3.6 Women's leadership behavior

Aburdene and aisbitt describe in his book Megatrends for women, 25 behavior that characterizes women's leadership. The behavior is grouped in six main characteristics, namely, empowering (empowering), restrucuring (reconstructing), teaching (teach), providing role models (providing examples), encouraging openness (encouraging openness), and stimulating questioning (providing opportunities question). Gillet-Karam used the four main behaviors of women's leadership

a. Vision, women leaders are ready to take risks in making changes
b. People, women leaders pay attention to and respect individual differences
c. Influence, female leaders act collaboratively
d. Value, female leaders strive to build trust and openness. Whatever the depiction of women's leadership behavior in fact women are right- true have the ability and skills to be a great leader. Meanwhile, Shelly M. Dornm Carolyn and L. O Rouke found their research qualitative characteristics that are associated with women's leadership behavior. In Her research shows that female leaders have personal qualities including: integrity, positive thingking, patience, hard work, antusia, like to listen, good at managing, openness, inclusive and caring for subordinates.

3.7 Previous Research

Based on previous research related to the leadership of female village heads many have been used as a reference in this research that has been carried out by Previous researchers, including: Lutfiana, Nana.2013. Leadership of the Female Village Chief in Karas Kepoh Village, Pancur District, Remban District. The results of this study indicatethat (1) the leadership role of the female Village Head in implementing the program development to the community has made progress towards Karas Kepoh Village. Thing It can be seen that the village head of women has played an active role in the activity development, acts as a motivator that motivates subordinates and the community to can participate in development activities. This role is evidenced by the establishment of the building suspension bridges, highway access and community internet service center buildings, (2) roles the leadership of the village head of women in service to the community is already underway well. The Village Head, assisted by village officials, provides services in the form of administration of population administration. Karas Kepoh Village Chief provided services quickly and served for 24 hours, both during business hours and outside hours work of course with adequate facilities and infrastructure. Type of leadership applied by the Karas Kepoh Village Head was a type of democratic leadership, wrongly one example of the Village Head gives freedom to village officials, community leaders and community to give suggestions or input how good it is for development activities it can be implemented properly. All the struggles of the village head have the intention is to prosper the Karas Kepoh Village community to be more advanced in various sectors especially in the development sector, (3) the inhibiting factors of the leadership of the Village Head women as follows: social aspects namely low labor, cultural aspects namely the community considers that the leadership of the female village head is still low if it is compared to male leadership, the condition of the population is diversity population. The supporting factors are as follows: social support that is support comes from the community, family support is the most important support needed The female village head, and finally the cultural support, that is support originating from the community in an effort to invite the public to participate and participate in development activities.

G Lina (2015), entitled The Profile effective female leadership in multicultural context. This study aims to determine what is the profile of women's leadership that can be effective in leading? research this was done in 6 managers with experience ranging from 10-20 years in Lithuania to in 2014. The results of the study revealed that the common characteristics could be to build a profile effective female leadership in a multicultural context. Where is one character one of the positive characters of women compared to men in leading includes: women are more likely to use "transformational leadership". Namely with motivate others by turning their personal interests into groups. Women use the style of "interactive leadership" by encouraging participation, sharing strength and information, increasing community self-esteem. Women are far more maybe than men to regard their strength for skills interpersonal or personal contact rather than organizational stature.

This paper discusses the strategy of women's leadership in Puger sub-district Jember Regency. In Puger Subdistrict there are 3 villages which are led by the village chief women. Among them are the Jambiarum village which is led by women in the District Puger included Jambearum Village which was led by Imroati, BA, Grenden Village which was in led by Ms. Titis Puspaningrum, and Wringin Telu Village, which was led by Ms. Wahyu Sukmawati. The results of the study explained that women's leadership:

1) Grenden Village

    The grenden village is led by a female village head named Titis Puspaningrum, background behind the education of the mistress is a high school graduate (SMA), the result of observation towards the leadership of the titis mother that I can see is good communication and people polite and gentle. In carrying out his leadership bu Titis more using transformational leadership he often motivates others around him. the strategy used by Mrs. Titis in establishing communication and communication with the community in a way, goes directly to the community just to ask the news or hear public complaints. Mother Titis's concern always taking the time of the Blessing to its citizens who are experiencing disaster, another is he also routinely visit pengajian and hold voluntary work every Sunday. so that characters like this are more considered caring and respecting society. during his time serving as Grenden's village head since 2013, there have been various achievements and achievements which has been achieved, which comes from the work program, among which are BUMDES, for Jember district, BUMDES Grenden is the best representing Jember district. Products managed by BUMDES Grenden include, Pasar Desa, Pandai Besi (making arit, hoes, knives), brick making, supplying ATK, tractors, groceries, BPJS and much more.

2) Jambearum Village

    The head of the Jambiarum village is said to be successful in carrying out his leadership duties, p this can be seen from his leadership in public relations, the mother of this village likes to blast in his leadership area. Whether there is an event or just to say hello and visited the community's house, communication was done well, he come to the people's homes to just listen to the extinction of the community. on when there are citizens who are in distress he always comes and gives support morally and materially, every time there are big and small events, the village head always takes time present amidst his joy. This is a positive assessment from the community. that society needs a leader who is modest and wants to be popular. Before he served as head of the village he was an elementary school teacher in Jambiarum, so the nature His motherhood came from there, experience before serving as village head, position he was the secretary of the village so that a little more he knew how to work and duty as village head. After serving as village head there were several programs become his superior and can be said to succeed and run well. One of them are:

3) Wringin Telu Village Wringin Telu Village which was led by Ms. Wahyu Sukmawati. Leadership strategy this was done by female village officials in the village of Telingin, more using it interactive leadership, namely by encouraging participation, sharing strength and information, increasing community self-esteem. Mrs. Wahyu's mission vision became the village head namely wanted Wringin Telu village to become a dignified, moral and religious village thus affecting the security of Wringin Telu village.

4. Conclusions

From the explanation above, a conclusion can be drawn about the Strategy leadership of the female village head in Puger District. Puger District has 12 The village, which consists of 9 villages with male village heads and 3 villages with village heads women. There are interesting things from the leadership of female village heads in 3 villages which is in the Puger sub-district. Women who are considered unable to carry out their duties leadership, it turns out that from the results of the study found there are various achievements achieved by the leadership of this woman's village head. Achievements achieved by the village head Grenden included the success of the newly established BUMDES institution in the year his leadership. Evidently the BUMDES Grenden is the best representing the Regency Jember. His leadership style uses his Democratic leadership as a leader always conducts guidance on the bottom, care for the bottom was very high, it was proven that he was fighting for benefits for the village apparatus for always increase every year. The leadership of Ibu Imroati in Jambiarum Village also not much different, the thing inherent in female leaders is the nature

of tenderness and motherhood, this was met from the results of the study. Since the leadership of Ms. Imroati is also a lot achievements that have been achieved, including those focusing on infrastructure. Style Imroati's leadership uses a Transformational style. Ms. Sukmawati's leadership as the village head of Wringin Telu was also very good, he focused on the program public service, Interactive leadership style.

Acknowledgments

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