



ANALYSIS OF INDIVIDUAL FACTORS INFLUENCING THE SUCCESSION OF TIGASERANGKAI VILLAGE GOVERNMENT LEADERS WEST NIAS DISTRICT

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Abstrak

Suksesi kepemimpinan di desa merupakan pergantian pemimpin yang berperan dalam melanjutkan dan mengembangkan program pembangunan desa. Fenomena ini sering menghadapi kendala karena kurangnya perencanaan yang jelas, menyebabkan masyarakat desa kesulitan memahami arah pembangunan dan mengevaluasi pencapaian. Rumusan masalah dalam penelitian ini adalah bagaimana faktor individu mempengaruhi suksesinya. Penelitian ini bertujuan untuk mengidentifikasi dan menganalisis faktor-faktor individu yang mempengaruhi suksesi kepemimpinan di Desa Tigaserangkai, Kabupaten Nias Barat. Urgensi penelitian ini terletak pada pentingnya pemahaman mendalam tentang faktor-faktor yang mempengaruhi kepemimpinan untuk perencanaan pembangunan desa yang lebih baik. Metode penelitian yang digunakan adalah kualitatif, dengan teknik pengumpulan data melalui wawancara, observasi, dan dokumentasi. Data dianalisis secara deskriptif kualitatif. Hasil penelitian menunjukkan bahwa usia dan pendidikan pemimpin desa menjadi indikator penting bagi pengalaman, kebijaksanaan, dan kemampuan membawa perubahan positif, sedangkan integritas, keadilan, dan etika dianggap esensial dalam membangun kepercayaan masyarakat. Pemimpin dengan kombinasi pendidikan dan karakter moral yang kuat dinilai lebih efektif. Di Desa Tigaserangkai, keseimbangan antara kedewasaan dan energi pemimpin memberikan perspektif adaptif terhadap perubahan, sedangkan usia dan pengalaman memberikan stabilitas.

Kata Kunci: Faktor Individu, Suksesi Pimpinan, Pemerintahan Desa.

Abstract

Leadership succession in the village is a change of leaders who play a role in continuing and developing village development programs. This phenomenon often faces obstacles due to the lack of clear planning, making it difficult for villagers to understand the direction of development and evaluate achievements. The formulation of the problem in this study is how individual factors affect succession. This research aims to identify and analyze the individual factors that influence leadership succession in Tigaserangkai Village, West Nias Regency. The urgency of this research lies in the importance of an in-depth understanding of the factors that influence leadership for better village development planning. The research method used was qualitative, with data collection techniques through interviews, observation, and documentation. Data were analyzed descriptively qualitatively. The results showed that the age and education of village leaders are important indicators of their experience, wisdom, and ability to bring about positive change, while integrity, fairness, and ethics are considered essential in building community trust. Leaders with a combination of education and strong moral character are considered more effective. In Tigaserangkai Village, the balance between

maturity and energy of leaders provided an adaptive perspective to change, while age and experience provided stability.

Keywords: Individual Factors, Leadership Succession, Village Government.

INTRODUCTION

Leadership succession is the process of planning and implementing leadership changes in an organization. It involves identifying, developing, and placing individuals who have the qualifications and potential to fill leadership positions in the future. The main goal of leadership succession is to ensure continuity of effective leadership and minimize disruption in organizational operations when a leader change occurs. According to (Wahyudiyanto, 2021) leadership succession is very important in an organization for several reasons:

- a. Ensure continuity of leadership: Leadership succession ensures that the organization always has a leader ready to take over and continue leadership when the previous leader steps down or retires. This prevents leadership vacuums that can disrupt organizational operations and performance.
- b. Preparing potential leaders: The leadership succession process involves identifying and developing employees who have the potential to become future leaders. Through training, mentoring, and special assignments, prospective leaders are prepared to take on larger leadership roles in the future.
- c. Maintaining continuity of organizational culture and strategy: With planned leadership succession, organizations can ensure that organizational culture, values, and strategy are maintained despite leadership changes. The new leader chosen is expected to be able to continue the organization's vision and mission well.
- d. Increase employee motivation and retention: Having a clear leadership succession program can increase the motivation and retention of potential employees. Employees will be motivated to develop themselves and have a career in the organization because they see opportunities to become leaders in the future.

Leadership succession is very important in an organization for several reasons. First, leadership succession allows the organization to maintain the momentum and performance achieved by the previous leader. Second, leadership succession allows organizations to develop and enhance the qualities of new leaders, who can bring greater change and innovation. Third, leadership succession allows organizations to reduce the risk of losing the skills and knowledge possessed by previous leaders, which can impact organizational performance (Hidayat & Galib, 2022).

Research by (Yustika & Syamsiyah, 2020) found that effective leadership succession can improve organizational performance and increase employee satisfaction. This research uses qualitative research methods and finds that effective leadership succession can help organizations develop the qualities of new leaders and improve organizational performance.

The results of research by (Supriani et al., 2022) found that good leadership succession is positively correlated with future organizational performance. Other research by (Mahmud, 2019) highlights the importance of adapting a prospective leader's leadership style to the organizational culture to ensure successful leadership succession.

In addition, research by (Nurdiana, 2023) reveals that internal leadership succession (promotion from within the organization) tends to provide better results than external succession (appointing leaders from outside the organization). This is because internal leaders already understand the organization's culture and strategy well.

Leadership succession *refers* to the process of transition or change of leadership in an organization or institution. It involves a series of activities aimed at ensuring continued and effective leadership when a change of leader occurs (Abdurokhim, 2024). Village government is the leading unit in the Indonesian government structure which has a significant role in the development of rural communities (Pertiwi, 2022). Succession of effective leadership in village government is very important to ensure sustainable development and community welfare (Feronica Bormasa, 2021). Overall, leadership succession is a crucial process that must be planned and managed well by organizations to ensure continuity of effective leadership, maintain organizational culture and strategy, and increase motivation and retention of employees who have the potential to become future leaders.

According (Abdurokhim, 2024) to leadership succession, there are several important aspects that must be considered, namely:

1. **Next Generation Readiness:** The leader who will replace must be well prepared in several aspects, such as education, experience, and abilities. This is very important to ensure that the company can continue to run well after a change of leadership.
2. **Transparent Communication:** The succession process must be carried out transparently so that all parties can see and understand its objectivity. This helps avoid negative bias and ensures that the energy of everyone in the company can be focused on performance.
3. **Candidate Assessment:** Carrying out assessments of successor candidates to determine their potential and ability to fill certain positions. This helps ensure that the chosen successor has the appropriate capabilities to lead the company.
4. **Stakeholder Trust:** Maintaining stakeholder trust is an integral part of company operations. Planned succession helps ensure that the company remains stable and there is no confusion when changes need to be made.
5. **Instilling Family Values:** Instilling family values, such as honesty, decency, and responsibility, is very important in the succession process. This helps ensure that potential successors have the appropriate values to lead the company.
6. **Psychological Support:** Psychological support from family members and non-family members is very important in the succession process. This helps ensure that potential successors have sufficient support to fill the new position.
7. **Succession Plan:** Creating a clear and well-planned succession plan helps ensure that the company can continue to run well after a change in leadership. This also helps avoid confusion and negative prejudice.
8. **Development of Leader Qualities:** The development of new leader qualities is very important in succession. This helps ensure that the company can continue to improve performance and quality after a change of leadership

According to (Al Azis, 2022) individual factors, such as personal characteristics, motivation, and qualifications of potential leaders, can influence the leadership succession process at the village level. Tigaserangkai Village, located in West Nias Regency, is one of the villages that routinely carry out leadership succession. However, this succession process is often influenced by individual factors that are not yet fully understood. A lack of understanding of these factors can lead to difficulties in identifying the right potential leaders and ensuring a smooth succession process (Juhaeni, 2023).

Individual factors are very important in the aspects considered in leadership succession for several reasons. First, individuals have values, norms, emotions, beliefs, and jealousy which can influence the level of stress experienced in the succession process. Second, individuals have past experiences and future expectations that are important to agree on in the succession process. Third, individuals have the ability to adapt and change, which is very important in leadership succession which is related to stress levels.

According to Morris et al. (1996), individual factors that influence leadership succession include:

1. Values: The values an individual holds can influence how they behave in leadership succession.
2. Norms: The norms accepted by individuals can influence how they behave in leadership succession.
3. Emotions: The emotions that individuals experience can influence how they behave in leadership succession.
4. Trust: The trust that individuals have can influence how they behave in leadership succession.
5. Jealousy: The jealousy experienced by individuals can influence how they behave in leadership succession.

The competency of prospective leaders is an important factor in the leadership succession process. Prospective leaders who have high competence will be more appreciated by the village community and have a greater chance of being selected as village leaders. The social relations of prospective leaders. The social relations of prospective leaders with the village community can also influence the leadership succession process. Prospective leaders who have strong social relationships with village communities will be more easily accepted as village leaders (Suastini & Manuaba, 2021).

(Hermawan, 2016) stated that a prospective leader's experience in leading an organization or village community is also an important factor in the leadership succession process. Prospective leaders who have good experience in leading will be more trusted by the village community and have a greater chance of being elected as village leaders. (Asykari & Widiartanto, 2021) Conveying the personality of a potential leader is also an important factor in the leadership succession process. (Saputra, 2020) Potential leaders who have good personalities, such as being honest, trustworthy, and having high integrity, will be more trusted by the village community and have a greater chance of being elected as village leaders.

Village government has an important role in the development of rural communities (Anita, 2020). However, leadership succession at the village level is often faced with various challenges and problems. One phenomenon that often occurs is the lack of consideration of individual factors in the succession process for village government leaders.

In Tigaserangkai Village, West Nias Regency, the village leadership succession process has been taking place regularly. However, several problems arise in its implementation. First, there is often a mismatch between the personal characteristics of potential leaders and the needs and challenges faced by the village. This can lead to ineffectiveness in leadership and management of village resources.

Second, the motivation of prospective leaders in running for village leadership is not always based on the desire to serve the community sincerely. Sometimes, other motivations such as personal interests or certain groups can influence the succession process, thereby sacrificing the interests of the village community as a whole.

Third, the qualifications of prospective leaders often do not comply with the requirements set out in statutory regulations. This can have an impact on the lack of capacity and ability of elected leaders to manage village government effectively. These phenomena show that individual factors, such as personal characteristics, motivation, and qualifications of potential leaders, have a significant influence on the succession process of village government leaders. Therefore, an in-depth analysis is needed to understand these individual factors and their impact on leadership succession in Tigaserangkai Village, West Nias Regency.

Failed leadership succession can have a significant and detrimental impact on an organization or government. When a leadership transition does not go well, an organization can experience instability and chaos in its operations. This can lead to decreased productivity, uncertainty in the direction of the organization, and decreased trust from stakeholders. Leadership continuity becomes disrupted, which can result in discontinuity in strategic plans, loss of institutional knowledge, and difficulty in maintaining previously established organizational culture (H.A et al., 2023).

(Immanuel et al., 2023) in his research, leadership succession failure can also have an impact on the motivation and morale of employees or organizational members. Uncertainty about the future of the organization and the incoming leadership can reduce their morale and productivity, ultimately affecting the overall performance of the organization. Additionally, organizations may miss out on the growth opportunities that new, competent, and experienced leaders might bring, as well as the innovations and new strategies they offer.

From an external perspective, failed leadership succession can have a negative impact on the reputation of an organization or government. A crisis of trust from the public and other stakeholders can occur, which can damage the image and credibility of the organization or government in the eyes of the public (Kristiani et al., 2022). In the context of government, failure of leadership succession can even cause instability in society, loss of trust in the government, and has the potential to trigger dissatisfaction and social unrest (Jufri & Marimin, 2022a; Siti Nur Aisah, 2020a).

This research aims to analyze individual factors that influence the succession of village government leaders in Tigaserangkai, West Nias Regency. By understanding these factors, it is hoped that it can provide deeper insight into the dynamics and decision-making process in selecting and appointing new village leaders. The results of this research can also provide practical recommendations for more effective leadership succession planning at the village level, so as to ensure sustainable development and welfare of rural communities.

RESEARCH METHODS

This research uses a qualitative approach with descriptive methods because the main aim is to understand in depth and detail the individual factors that influence leadership succession in Tigaserangkai Village, West Nias Regency. The qualitative approach allows

researchers to explore the experiences, views, and perceptions of various parties directly involved in the succession process, while the descriptive method helps describe the phenomena that occur systematically and factually.

Data collection techniques used include interviews, observation, and document study. Interviews were conducted with current village leaders, former village leaders, community leaders, and community members involved in leadership succession, who also acted as research informants. Observations were carried out to get a direct picture of social dynamics and interactions between individuals in the context of leadership succession. Document studies involve collecting and analyzing related documents to complement data obtained from interviews and observations.

The data collected is processed through data reduction stages to filter relevant information, presenting data in the form of descriptive narratives, and drawing conclusions (verification) to ensure the validity of the findings. Determining informants was carried out using *purposive sampling*, selecting individuals who have direct knowledge and experience related to village leadership succession, so that they can provide in-depth and relevant insight into this research.

Determining informants using *purposive sampling* ensures that each informant selected has high relevance to the research topic and can provide rich and in-depth data. The selected informants, including current village leaders, former village leaders, community leaders, and community members who are active in the leadership succession process, provide a diverse and comprehensive perspective on the individual factors that influence leadership succession (Kurniasih, 2022; Turner, 2022).

Through in-depth interview techniques, researchers can explore the personal experiences, motivations, personal characteristics, and qualifications of potential leaders as assessed by the community. Direct observations provide empirical data about social interactions and leadership dynamics in villages, while document studies provide additional context through historical analysis of village leadership and policies. Data processing is carried out systematically through data reduction, namely selecting and filtering relevant data; presenting data in a structured narrative form to facilitate understanding; as well as drawing verified conclusions to ensure the accuracy and validity of the findings. This procedure ensures that the research results are not only accurate and reliable, but also provide insight that is applicable and useful for efforts to improve the leadership succession process in other villages.

Thus, the descriptive qualitative approach in this research provides a comprehensive and in-depth framework for analyzing and understanding individual factors that influence leadership succession in Tigaserangkai Village.

RESULTS AND DISCUSSION

This research uses a qualitative descriptive method to analyze individual factors that influence the succession of village government leaders in Tigaserangkai Village, West Nias Regency. Based on the results of interviews with current village leaders, former village leaders, community leaders, and community members involved in the village leadership

succession process as well as the results of researchers' observations and related documentation studies, several influential individual factors were found.

The results of this research identify several individual factors such as age, education, integrity, and moral character of village leaders, and how these factors play a role in the succession process.

Results:

The turmoil of problems related to leadership succession that researchers found in Tigaserangkai Village included:

1. Internal conflict in selecting village leaders Leadership succession at the village level often triggers internal conflict between different groups, especially if there is competition for power or certain interests. This can trigger divisions and tensions in village communities.
2. Difficulty finding potential leaders who meet the requirements. Small villages with limited human resources may experience difficulty in finding potential leaders who meet the required qualifications such as education, experience, or leadership abilities.
3. Lack of planning and development process for potential leaders. The absence of a systematic planning and development program for village leader candidates can lead to a leadership vacuum or a lack of competent potential leaders when succession occurs.
4. The strong influence of culture and tradition in leadership succession. In some villages, especially in traditional areas, leadership succession is still strongly influenced by local culture and traditions, such as descent or certain family lines. This could hinder a more open and qualifications-based succession process.

Age and Experience

Age is considered an important indicator because it is associated with experience and wisdom. Older leaders are often valued because they have a long track record, high credibility, and the ability to maintain the continuity of local culture and values. Transformational leadership theory states that a leader's deep experience can increase people's trust and loyalty. This research found that the people of Tigaserangkai Village are more likely to trust older leaders because they are seen as having the stability and wisdom necessary to lead.

Education

Education is also considered an important factor in influencing leadership succession. It is believed that higher education can bring positive change and increase a leader's capacity in planning and implementing village development programs. This is in line with human capital theory which states that education increases individual competence and the ability to solve problems. The results of this research show that the people of Tigaserangkai Village respect educated leaders because they are considered more capable of adopting innovation and leading effectively.

Integrity and Ethics

Integrity, fairness, and ethics of leaders are the main factors in building public trust. Ethical leadership theory emphasizes that leaders who have high integrity can create a fair and transparent environment, which in turn increases public trust and participation. This research found that in Tigaserangkai Village, leaders who demonstrate strong moral character and good ethics are more respected and trusted to lead. The community considers that integrity and justice are the keys to creating a transparent and accountable village government.

Balance of Maturity and Energy

The balance between maturity and energy is also an important consideration in choosing a leader. Leaders who have a combination of maturity that provides the stability and energy necessary to face challenges are considered ideal. Situational leadership theory states that a leader's effectiveness depends on his ability to adapt his leadership style to the needs of a particular situation. In the context of Tigaserangkai Village, this research found that leaders who can balance maturity and energy are considered capable of providing an adaptive perspective on the changes and challenges faced by the village.

Discussion:

Change or succession of leadership in villages is regulated by various laws and regulations in Indonesia. The following are some of the related legal bases:

1. Law Number 6 of 2014 concerning Villages
 - a. Article 1 Paragraph (1): A village is a legal community unit that has territorial boundaries that has the authority to regulate and manage government affairs, the interests of local communities based on community initiatives, original rights, and/or traditional rights that are recognized and respected in the government system of the Unitary State Republic of Indonesia.
 - b. Articles 33-37: Regulates the election of Village Heads, terms of office, and mechanisms for dismissing and appointing Village Heads. The term of office of the Village Head is 6 years and can serve a maximum of 3 terms, either consecutively or not.
2. Government Regulation Number 43 of 2014 concerning Implementing Regulations of Law Number 6 of 2014 concerning Villages
 - a. Articles 40-41: Regulates the mechanism for selecting Village Heads, including requirements for Village Head candidates, election procedures, and implementation of elections.
 - b. Article 44: Explains the process of inaugurating elected Village Heads.
3. Minister of Home Affairs Regulation (Permendagri) Number 112 of 2014 concerning Election of Village Heads
 - c. Article 1-3: Regulates the stages and process of selecting a Village Head, starting from forming an election committee, registering candidates, campaigning, voting, to determining the election results.

- d. Article 9: Requirements for Village Head candidates, which include administrative aspects and qualifications such as age, education, and experience.
4. Minister of Home Affairs Regulation (Permendagri) Number 66 of 2017 concerning Amendments to Minister of Home Affairs Regulation Number 112 of 2014 concerning Election of Village Heads
 - a. Article 1: Updating several provisions regarding procedures for selecting Village Heads, including more detailed administrative requirements and more transparent election stages.

Implementation and Leadership Succession Mechanisms

1. Village Head Election Process
 - a. Formation of the Election Committee:

The election committee is formed by the Village Consultative Body (BPD) based on village deliberations. This committee is tasked with managing the entire election process, starting from registering candidates to announcing the election results.
2. Candidate Registration and Verification:
 - a. Candidates for Village Head register themselves with the election committee by fulfilling the specified requirements, such as a minimum age of 25 years, a minimum of high school/equivalent education, and several other requirements as stated in Minister of Home Affairs Regulation Number 112 of 2014.
3. Campaigning and Voting:
 - a. After verification, candidates who meet the requirements can carry out campaigns to convey their vision and mission. Voting is carried out in a direct, public, free, secret, honest and fair manner.
4. Determination and Inauguration of Elected Village Head:
 - a. The election results are announced by the committee and reported to the BPD and district/city government for ratification. The elected Village Head is appointed by the Regent or appointed official.

Change of Village Head

1. Replacement or dismissal of the Village Head can be carried out if:
 - a. Resignation or Death:

A Village Head who resigns or dies will be replaced by an appointed acting Village Head until the next election.
2. Dismissal Due to Violation:
 - a. The Village Head can be dismissed by the Regent if he is proven to have violated legal provisions, no longer meets the requirements as Village Head, or has not carried out his obligations properly.

Based on the research results, researchers found that the level of education is also an important consideration because it is assumed that it can bring change and progress to the village. Society wants leaders who can combine modern knowledge with local wisdom to

bring about balanced development (Taufik, 2018). Character and ethical factors are crucial aspects of building public trust in a leader. Integrity, justice, and moral values are considered important to ensure that leaders can lead well and prioritize the interests of society (Yulia et al., 2023).

Research findings show that individual factors such as age, experience, level of education, character, and ethics play an important role in the succession process of Tigaserangkai Village government leaders. (Poltak, 1967) menyampaikan Village communities tend to choose older and more experienced leaders because they are considered to have wisdom and a deep understanding of village traditions and dynamics. This ensures the continuity of traditional values and provides stability in leadership.

Failure of leadership succession in an organization can have various significant negative impacts, affecting various operational and strategic aspects of the organization. One of the main impacts is instability in daily operations. Unclear leadership or poor transitions can cause confusion among staff, reduce efficiency, and hinder task completion. According to a study by (Jufri & Marimin, 2022), organizations that fail to properly plan for succession often face significant disruptions in operations, which in turn can reduce productivity and overall performance. Without a clear leader, employees may feel uncertain about the organization's direction and priorities, which can lead to decreased morale and motivation.

Another impact of failed leadership succession is the loss of important knowledge and experience. When an experienced leader leaves an organization without adequate successors, much tacit knowledge may be lost. This is very detrimental, especially if the knowledge is related to core business strategy or important relationships with stakeholders. Research by (Siti Nur Aisah, 2020b) suggests that organizations that do not manage leadership succession well are likely to lose valuable intellectual assets, which could impact their ability to compete in the marketplace.

In addition, leadership succession failure can damage organizational culture. Leaders often play a key role in shaping and maintaining an organization's culture. A poor leadership transition can disrupt the existing culture, cause dissatisfaction among employees, and possibly lead to high employee turnover. (Dirham, 2019) states that effective leaders not only influence performance but also shape the values and norms that define organizational culture. Therefore, failure in leadership succession can lead to the erosion of the organizational culture that has been the foundation for long-term sustainability and success.

Failures in leadership succession can also reduce the trust of external stakeholders, including investors, customers, and business partners. Trust is an important component in business relationships, and leadership uncertainty can raise concerns about an organization's stability and sustainability. The study (Wirdah & Mirawati, 2022) found that a bad leadership transition can lead to a significant decline in the value of a company's stock, reflecting investors' concerns about the future of the organization. This uncertainty can result in lost business opportunities and weaken competitive position in the market.

Furthermore, failed leadership succession can hinder innovation and the development of new strategies. New leaders often bring fresh perspectives and new ideas that are critical to innovation. Without a clear leader, organizations may get stuck in old patterns and fail to adapt to market changes. Research by (Rina, 2020) emphasizes the importance of well-planned succession to ensure continuity of strategy and innovation. They state that leaders

who are well prepared to take over leadership roles can bring new energy and drive positive change.

Overall, failed leadership succession in an organization has far-reaching impacts that can affect daily operations, loss of critical knowledge, damage to organizational culture, decreased stakeholder trust, and barriers to innovation. Therefore, organizations need to plan and manage leadership succession carefully to ensure long-term continuity and success.

Individual factors play a crucial role in the success of leadership succession in a region because they influence various important aspects of the transition process and effective leadership continuity. Based on the description above, we can understand that individual characteristics such as age, experience, level of education, character, and ethics are not only important in the organizational context but are also very relevant in the context of regional leadership.

Here is an explanation of why these individual factors are important:

1. Experience and Wisdom

Leaders with broad experience and deep wisdom can face challenges and difficult situations more effectively. Experience helps leaders understand local dynamics, manage conflict, and make decisions that are in the best interests of the community. As found in research by Poltak (1967), society tends to choose older and more experienced leaders because they are perceived to have a better understanding of local traditions and values, which are important for maintaining leadership stability and continuity.

2. Education level

A high level of education enables leaders to bring about the changes and innovations necessary for regional progress. Education gives leaders the ability to better plan development, adopt new technologies, and implement effective policies. Research by (Margaretta, 2020) shows that leaders with a strong educational background can combine modern knowledge with local wisdom, thereby bringing about balanced and sustainable development.

3. Character and Ethics

The character and ethics of a leader are very important in building public trust. Leaders who have integrity, justice, and strong moral values are more likely to gain public support and participation. Ethical leadership theory emphasizes that ethical leaders are able to create a fair and transparent environment, which is essential in ensuring stable and trustworthy leadership (Zupri et al., 2022). This is also supported by the findings (Siagian, 2019) which shows that integrity and justice are crucial factors in ensuring that leaders can prioritize the interests of society.

4. Balance Combination

The right combination of a leader's maturity and energy provides an adaptive perspective to change, while age and experience provide confidence and stability. This research reveals that the people of Tigaserangkai Village value the balance between the wisdom of older leaders and the enthusiasm and innovation of younger leaders. Situational leadership theory supports this view by stating that a leader's effectiveness depends on his ability to adapt his leadership style to the needs of a particular situation.

5. Balance of Tradition and Innovation

Leaders who can balance maintaining traditional values and adopting modern innovations can bring positive change to the region without sacrificing local identity. Research (Rina, 2020) emphasizes the importance of well-planned succession to ensure continuity of strategy and innovation. Leaders who can integrate these two aspects can encourage sustainable development and maintain social harmony.

In the context of leadership succession in areas such as Tigaserangai Village, individual factors become very important because they determine the leader's ability to manage leadership transitions effectively, maintain stability, and promote sustainable development. Age, experience, education, character, and ethics are the key elements that form a leader who is not only competent but also trusted and respected by society. Therefore, paying attention to these individual factors in the process of selecting and developing regional leaders is an important step to ensure successful leadership succession.

To deal with the turmoil of problems experienced, efforts that can be made include:

1. Involving community leaders and traditional institutions Involving community leaders and traditional institutions in the leadership succession process can help bridge differences and create an agreement that is acceptable to all parties.
2. Forming a special leadership succession team or committee. Forming a special team or committee consisting of community representatives can help plan and manage the leadership succession process in a transparent and fair manner.
3. Organizing training and development for prospective leaders. Organizing training and development programs for prospective village leaders can prepare them with the skills and knowledge needed to lead villages effectively.
4. Involving external parties as facilitators. In situations that are very prone to conflict, involving external parties such as local governments or independent institutions as facilitators can help maintain neutrality and mediate differences of opinion.
5. Educating the public about the importance of leadership succession Providing education and outreach to the public about the importance of planned and transparent leadership succession can increase awareness and support for this process.

Of course, these efforts must be adapted to the local context and culture so that they can be accepted and effective in overcoming the turmoil of leadership succession problems in Tigaserangkai Village.

These findings underscore the importance of considering individual factors in the succession process for village government leaders. The right combination of age, experience, education, character, and ethics can produce leaders who are effective and accepted by the community and are able to bring development and progress to the village while maintaining traditional values that are important for community identity. In the process of village leadership succession in Tigaserangkai, these individual factors are the main considerations for the community in selecting potential leaders who are deemed capable of leading the village effectively, maintaining traditional values, and bringing positive changes to the progress of the village.

The practical implication of this research is that the village leader selection process must consider a balance between wisdom that comes from experience and education that can bring innovation. In addition, character and integrity must be the main benchmarks in assessing potential leaders to ensure that they can lead fairly and transparently.

This research has limitations in terms of regional coverage and the relatively limited number of informants in one village. Therefore, a recommendation for further research is to conduct comparative studies in several villages with different characteristics to obtain broader generalizations about the individual factors that influence village leadership succession. Further research could also explore the role of other variables such as local political dynamics and government policies in influencing the leadership succession process at the village level.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of the research and discussions that have been carried out, it can be concluded that individual factors play an important role in influencing leadership succession in the government of Tigaserangkai Village, West Nias Regency. Age and experience are considered indicators of wisdom and deep understanding of village traditions and dynamics, which build community trust and ensure the continuity of traditional values. Education level is also seen as an important factor in preparing leaders to bring about positive change, although character and ethics are considered to have an equal or even higher value in building public trust. Society tends to seek a balance between education and character in choosing leaders who are able to combine knowledge with moral values for effective leadership. These individual factors have an impact on creating adaptive leadership, bringing new perspectives but still maintaining the stability and continuity of local values that are important for village identity.

Suggestion

1. **Develop a Leadership Education Program:** Researchers can propose the development of a special education program that focuses on developing leadership skills for current village leaders and prospective young leaders. This program can cover a variety of material, such as transformational leadership, effective communication, conflict management, and leadership ethics and integrity. In this way, leaders and potential leaders can gain the knowledge and skills necessary to lead effectively.
2. **Organizing Budget Management and Governance Training:** Special training can also be held to improve understanding and skills in budget management and government governance. Material that can be included includes budget planning, expenditure monitoring, financial accountability, and transparent and participatory decision-making processes. In this way, village leaders can manage resources efficiently and accountably, and ensure that village government runs in accordance with democratic principles.
3. **Organizing a Mentorship Program:** A mentorship program can be initiated to give current and aspiring young village leaders access to mentors who have experience and

expertise in leadership and governance. Mentors can provide guidance, input, and support to young leaders in overcoming challenges and developing strategies to lead effectively. With the mentorship program, village leaders can learn from the practical experience of people who have been successful in village leadership, thereby accelerating their learning process and leadership growth.

AUTHOR CONTRIBUTION STATEMENT

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Iman Suryani Daeli: Research Concept, Methodology, Preparing Original Manuscripts, Data Curation, Data Analysis, Supervision.

Meiman Hidayat Waruwu: Research Administration, Writing Introduction, Collecting Previous Research, Reviewing and Editing Manuscript.

Odaligoziduhu Halawa: Field Data Collection, Statistical Analysis, Preparation of Research Results, Manuscript Editing.

Eliyunus Waruwu: Data Processing, Compiling a Literature Review, Drawing Conclusions, Editing Manuscripts.

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