

# The Influence of Leadership Experience in the Age Range of 12-25 Years and the Leadership Character of Women Leaders on Loyalty at the Ministry of Women's Empowerment and Child Protection

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## Abstract

This study examines the influence of leadership experience at the age of 12–25 years and the leadership character of female leaders on the loyalty of subordinates in the Ministry of Women's Empowerment and Child Protection (Kemen. PPPA). The method used was quantitative correlational with a sample of 152 female employees of the Ministry of Women's Empowerment and Child Protection who were selected by proportionate stratified random sampling. Data were collected via a tested questionnaire and analyzed by linear regression, F test, and T test using SPSS 26. The results of the analysis showed a determination coefficient (R Square) of 0.680, meaning that 68.0% of the variation in employee loyalty can be explained by the variables of experience and leadership character. The remaining 32.0% was influenced by other factors outside the model. Adjusted R Square of 0.455 indicates a stable model, supported by a significant Anova test ( $<0.05$ ), confirming that the change in loyalty is significantly influenced by these two independent variables. Based on the findings, the study recommends that Women's Empowerment and Child Protection encourage women leaders to actively organize outside the office and participate in national/international events to enrich leadership insights. In addition, Women's Empowerment and Child Protection is recommended to encourage the establishment of Children's Forums to the village/sub-district level and invite NGOs and political parties to provide education on women's leadership.

**Keywords:** *Leadership Experience, Leadership Character, Women's Leadership, Women's Leaders*

## 1. INTRODUCTION

Leadership is a strategic factor in determining the success of organizations, including public sector organizations. In recent years, the role of women in public leadership has been increasing, along with the push for gender equality and women's empowerment. In Indonesia, the Ministry of Women's

Empowerment and Child Protection (Kemen. PPPA) is an institution that substantively and symbolically represents women's leadership in the government bureaucracy.

Women leaders are also still small in number compared to men. However, although the achievement of women as professionals is still below 50 percent, the trend of increasing in the percentage achieved indicates that recognition of women's professionalism continues to improve. The increasing percentage of female manager positions accompanied by a decrease in the percentage of male manager positions indicates that women's competitiveness continues to increase. Gradually, women's leadership is increasingly taken into account along with the recognition of women's qualities. Education level is one of the determining factors that can be a bargaining position for women in improving their careers towards managerial positions (Fajriyah et al., 2020).

There are at least 4 (four) main factors that are obstacles for women to become leaders, namely policy, socio-cultural, organizational, and individual factors. These four factors can strengthen women as leaders, as well as can be a factor that weakens women in taking on leadership roles. For example, non-partisan policies make women not taken into account in decision-making, including involving women as part of decision-makers. Likewise in socio-cultural factors, if socio-cultural factors still do not recognize women's leadership capacity and capabilities, it will continue to plunge women into subordinate groups in every decision-making. The same situation can also be seen in organizational factors that often demand double standards for women who are leaders, including creating dilemmas and conflicts between work and family in women, while individual factors are related to confidence, communication style, leadership strategies, and difficult situations for women who experience fear of success (Fajriyah et al., 2020).

Leadership experience from an early age, especially in the age range of 12–25 years, is believed to play an important role in shaping a person's leadership competencies, values, and character. This experience can be obtained through school organizations, student organizations, youth organizations, and other social activities. This experience has the potential to shape an inclusive, empathetic, and participatory leadership style, which is often attached to the character of female leadership.

On the other hand, employee loyalty is one of the important indicators for the effectiveness and sustainability of the organization. Loyalty is not only reflected in the length of the service life, but also in commitment, willingness to contribute, and a sense of belonging to the organization. Therefore, it is important to examine the factors that affect employee loyalty, particularly in the context of women's leadership in the Ministry of Women's Empowerment and Child Protection.

## 2. LITERATURE REVIEW

### Women's Leadership Theory

The theory used to achieve the goal is the Theory of the Emergence of Leaders according to Djanalis Djanaid in Saputra (2023). Djanaid explained that there are three theories about the birth of a leader. *First*, the Heredity Theory, which argues that a leader arises because of the traits he carries from birth; He became a leader thanks to his natural leadership talent. *Second*, the Environmental Influence Theory, which states that leaders are formed by their environment, not heredity, so that everyone has the potential to become a leader if given the opportunity through intuition, experience, and interaction with the environment. *Third*, the Mixed Group Theory, which combines the two previous concepts, namely that a leader has an innate talent from birth that is then developed through education, experience, and interaction with others.

In addition to the previous theory, there are also several other leadership theories. The Servant Theory, first introduced in the early 1970s, believes that a good leader is one who is in charge of serving, maintaining, and maintaining the physical and mental well-being of its members. This leadership style focuses on meeting the needs of followers to help them become more independent and insightful, with an emphasis on sympathy and the ability to relieve anxiety. In essence, leadership is given to those who have the character of serving, as a form of social responsibility to contribute to the welfare of others (Basuki, 2021).

Next is Transactional Theory. This theory, which comes from the word transaction, describes a leadership style that is based on an agreement or agreement between the leader and the staff

(Iswahyudi et al., 2023). This relationship aims to create a mutually beneficial exchange: staff who complete tasks well will receive appreciation from the leader, such as bonuses, raises, or promotions. This award, which is generally mutually agreed upon in advance, is a form of recognition of performance and makes members feel appreciated.

Another theory is the Transformational Theory. This theory, referring to the meaning of transformation as change, prioritizes an approach that humanizes humans (Cempaka, 2025). This theory focuses on the leader's personal approach to staff or organization to build morale, change awareness, and inspire to achieve common goals without pressure. Transformational leaders aim to manage their institutions more effectively and efficiently while motivating each of their members.

### **Leadership Experience Ages 12–25**

Leadership experience in adolescence to early adulthood is an important phase in the formation of leadership identity and competence. This experience includes decision-making, conflict management, and teamwork.

Based on the results of previous research by Fitri (2015), there are five characteristics that many women leaders have. *The first* feature is the ability to persuade. Women leaders are generally more persuasive and ambitious than men, where success in persuading others will boost their ego and give them satisfaction. However, her social, feminine, and empathetic side is not lost when imposing her will.

*The second* characteristic is to prove criticism wrong. Women leaders have lower levels of ego power than men, so they still feel the impact of rejection and criticism. However, a high level of courage, empathy, flexibility, and friendliness allows them to recover quickly, learn from mistakes, and move forward with a positive attitude to prove themselves.

*The third* feature is the spirit of teamwork. Great women leaders tend to apply a leadership style comprehensively in problem-solving and decision-making. They are more flexible, considerate, and like to help their staff. However, women still need to learn a lot from men when it comes to precision when it comes to problem-solving and decision-making.

*The fourth* characteristic is to be the leader. Great female leaders generally have strong charisma, just like men. They are persuasive, confident, have a strong will to complete tasks, and are energetic.

*The fifth* characteristic is the courage to take risks. Women leaders are basically brave enough to break the rules and take risks, just like men, while paying the same attention to detail. They speculate outside the company's boundaries and do not fully accept existing structural rules, such as company regulations and policies.

### **Female Leadership Character**

Women's leadership traits are often associated with transformational leadership styles, empathy, good interpersonal communication, and an orientation to relationships and collaboration. This character is considered to be able to create a supportive work environment and increase employee attachment.

The leadership character possessed by female leaders can occur while participating in an organization during the age range of 12 – 25 years, because in organizing leadership characteristics are encountered as follows:

1. The authority of the leader is not absolute
2. Leaders are willing to delegate some authority to subordinates
3. Decisions and policies are made jointly between leaders and subordinates
4. Active interaction between leaders and employees as well as between employees themselves.
5. Supervision of the attitude and activities of employees is carried out in accordance with the rules.
6. Initiatives can come from leaders or subordinates (Badu & Djafri, 2017).

In addition, a leader must also have the following:

1. Have a vision and mission in carrying out their duties in order to achieve organizational goals;
2. Caring about his staff, every leader must know his staff so that he can know the state of his staff;
3. Able to communicate well to their ranks, establish good communication with their ranks by not discriminating against each other;

4. Able to create a comfortable atmosphere at work, providing comfort for their staff at work so that there is no toxin between leaders and staff;
5. Being neutral, every problem that exists in the institution is able to be impartial;
6. Not easily angered, a leader should be stubborn and cold-hearted so that he is not easily ignited by incoming information;
7. Patient, every leader must be patient in dealing with his staff or ranks in achieving the goals or outputs of the institution;
8. Example, every leader should be an example and show a good role model for his staff so that his staff can follow.

According to Soemarno Soedarsono, character is a niali that is imprinted in a person that is obtained from experience, education, sacrifice, experiments, and environmental influences which are then combined with the values that exist in a person and become intrinsic values that are manifested in the fighting power system which then slopes a person's attitude, behavior, and thinking (Lestari et al., 2020).

### **Employee Loyalty**

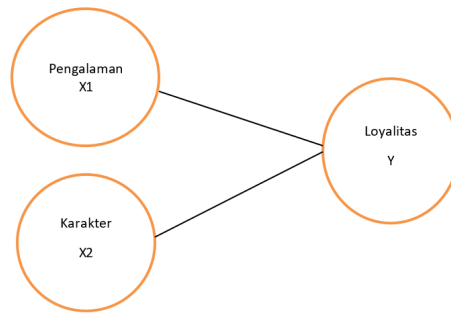
Employee loyalty is an employee's loyal attitude and commitment to the organization which is reflected in the willingness to work optimally, maintain the good name of the organization, and survive in the organization.

According to KBBI, loyalty is obedience or loyalty, by loyalty means giving or showing strong support continuously to a person or an institution. Characteristics of employee loyalty include: first, employee compliance with organizational regulations; second, there is a high sense of responsibility towards the company; third, the willingness to cooperate to achieve the company's goals; fourth, there is a sense of belonging that encourages a careful and responsible attitude; fifth, good interpersonal relationships with colleagues and superiors; and sixth, it can be seen from the performance and interest in the work done.

### **Frame of Mind**

Leadership experience of 12–25 years old and female leadership character are thought to have a direct influence on employee loyalty. The conceptual framework is described based on the relationships between variables compiled through literature studies. The conceptual framework is a way of thinking based on the logical flow of thinking for solving research problems, containing the steps or framework for solving problems that must be carried out in research. Before compiling a conceptual framework, it is necessary to first explain the framework of the thinking process. The purpose of compiling the framework of the thinking process is to provide guidance for thinking deductively through theoretical studies, as well as to provide inductive thinking demands through empirical studies.

*Figure 1. Frame of Mind*



Source: *Self-Processing, 2025*

### Research Hypothesis

A research hypothesis or commonly called a research hypothesis is a temporary answer to research questions. So researchers will make hypotheses in their research, which aims to use them as a reference in determining the next steps in order to be able to make conclusions about the research that is conquered. In quantitative research, the existence of a hypothesis is seen as an important component of research. Therefore, the hypothesis formulation in this study is as follows:

1. H<sub>1</sub> : It is suspected that there is an influence of Leadership Experience in the Age Range of 12 - 25 Years (X<sub>1</sub>) and Leadership Character Possessed by Female Leaders (X<sub>2</sub>) on Loyalty (Y)
2. H<sub>2</sub> : It is suspected that there is an Influence of Leadership Experience Possessed by Female Leaders (X<sub>1</sub>) on Loyalty (Y)
3. H<sub>3</sub> : It is suspected that there is an influence of Character (X<sub>2</sub>) on Loyalty (Y)

### 3. RESEARCH METHODS

#### Types and Approaches to Research

This study uses a quantitative approach with a survey method and uses a quantitative method. According to Creswell, quantitative research methodology is more about numbers. Quantitative research can be described as a research method that aims to verify a theory or truth, establish facts, show statistical descriptions, and analyze the results with a systematic procedure with data in the form of numerical, numerical or graph (Creswell, 2017).

Quantitative research is usually used to research a population or sample using a measuring tool. In its application, quantitative research uses survey or experimental methods (Creswell, 2017).

In this study, the type of research that will be used is a correlative quantitative research because the researcher wants to see the relationship between the experience of a leader in adolescence and adulthood in organizing and the

#### Research Variables

This study consists of two independent variables and one dependent variable:

1. Independent Variable (X<sub>1</sub>): Experience of being a leader at the age of 12–25 years
2. Independent Variable (X<sub>2</sub>): Leadership character of female leaders
3. Dependent Variable (Y): Employee loyalty

Table 1. Operational Definitions of Variables and Indicators

Variable	Operational Definition	Indicator	Scale
Leadership Experience Ages 12–25 (X <sub>1</sub> )	Individual experience in leadership roles from adolescence to early adulthood	<ol style="list-style-type: none"> <li>1. Frequency of lead experience</li> <li>2. Types of led organizations</li> <li>3. Long experience of leading</li> <li>4. Level of responsibility</li> </ol>	Likert 1–5

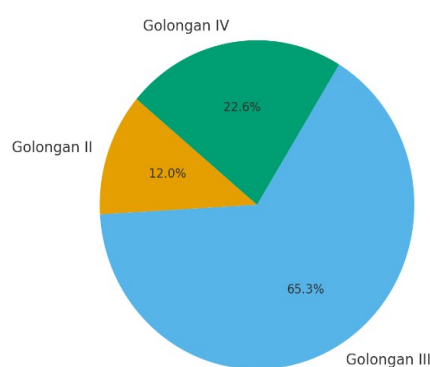
Leadership Character of Women Leaders (X <sub>2</sub> )	Leadership traits and behaviors demonstrated by female leaders	<ol style="list-style-type: none"> <li>1. Empathy</li> <li>2. Interpersonal communication</li> <li>3. Assertiveness</li> <li>4. Justice</li> <li>5. Motivational ability</li> </ol>	Likert 1-5
Employee Loyalty (Y)	Employees' level of loyalty and commitment to the organization	<ol style="list-style-type: none"> <li>1. Willingness to stay in the organization</li> <li>2. Rule compliance</li> <li>3. A sense of belonging</li> <li>4. Pride in the organization</li> </ol>	Likert 1-5

### Population and Sample

The research population is all employees within the Ministry of PPPA. The sample was determined using a purposive sampling technique with the criteria of employees who work directly under female leadership.

Employees within the Ministry of PPPA are 375 (three hundred and seventy-five) people with details of 98 (ninety-eight) people with rank/group IV, 225 (two hundred and twenty-five) people with rank/group III, and 52 (fifty-two) people with rank/group II. With disaggregated data in the form of 93 (ninety-three) male employees and 274 (two hundred and seventy-four) female employees. According to the table below which is divided into Groups and Ranks and also per Echelon 1 and Echelon 2.

Figure 2. Number of Female Employees by Group/Rank



Source: Self-Processing, 2025

### Data Collection Techniques

#### Library Research

Quantitative research, on the other hand, includes a large amount of primary literature at the beginning of the study to provide direction or questions and research hypotheses. Quantitative research also uses the literature to introduce problems or describe a detailed set of previous iterations in a special section titled "Related Readings" or Literature Review. In addition, a literature review in quantitative research can be written to introduce a theory – an explanation of the desired relationships, describe the theory to be used, and explain why the theory is important to study (Creswell, 2017).

#### Field Research

According to Kriyantono in Ewid et al. (2019) said that the Observation method is an activity of observing directly without a mediator of an object to take a close look at the activities carried out by certain objects.

1. *The observation method* is a data collection technique intended to make observations of various phenomena/situations/conditions that occur. If the data source is a person, then observation is needed to be able to understand the process of the interview: the subject's behavior during the interview, the subject's interaction with the researcher and things that are considered relevant so that they can provide additional data on the results of the interview.
2. *The non-participation observation method* is a data collection technique carried out indirectly by researchers. The researcher was not directly involved in the activities of the observed data source. The disadvantage of this method is that it is possible for researchers to not be able to obtain in-depth data because they only act as observers from outside without knowing the meaning contained in the activities of the observed data source (Daruhadi & Sopiati, 2024).
3. *The questionnaire method* is a data collection technique indirectly (the researcher does not directly ask questions and answers with respondents). A data collection instrument or tool, also called a questionnaire or questionnaire, contains a list of questions that have been systematically compiled that the respondent must answer or respond to according to his or her preperception. The closed questionnaire method is a data collection technique using a questionnaire or a predetermined list of questions to choose the answer (Rumina, 2024).

Data was collected through a closed-ended questionnaire using a five-point Likert scale.

### **Research Instruments According to the Questionnaire Statement**

*Variable X<sub>1</sub> – Leadership Experience Ages 12–25*

1. I once led an organization or group at the age of 12–25.
2. The experience of leading at a young age helps me in my current decision-making.
3. I'm used to being in charge of team performance from a young age.

*Variable X<sub>2</sub> – Leadership Character of Women Leaders*

1. The female leaders in my work unit show empathy towards employees.
2. Women leaders are able to communicate openly and clearly.
3. Women leaders are fair in making decisions.
4. Women leaders are able to motivate employees to work better.

*Variable Y – Employee Loyalty*

1. I have the desire to continue working at the Ministry of Women's Empowerment and Child Protection.
2. I am proud to be part of the Ministry of Women's Empowerment and Child Protection.
3. I am willing to make the best contribution to the organization.
4. I consciously comply with the organization's rules and policies.

Related to the operationalization of the variables of this study, the researcher used a variable from the research title Influence Between the Experience of Being a Leader in the age range of 12 – 25 years with the leadership character of a female leader and its impact on loyalty. The variables used are:

1. The independent variable is:
  - a. Experience as a leader,
  - b. Leadership character.
2. The dependent variable is loyalty

The technique of collecting information on this variable was obtained based on a questionnaire distributed to women leaders at the Ministry of Women's Empowerment and Child Protection above.

### **Data Analysis Techniques**

Data analysis was carried out through validity tests, reliability tests, classical assumption tests, and multiple linear regression analysis, as follows:

1. Descriptive Analysis

The descriptive method is a type of research that is used to convey facts by providing explanations from what is seen, obtained, and experienced and felt. Researchers only need to write or report the results of the report in the form of their eyes. In this case, the author or researcher only

describes the object being researched without engineering. Descriptive analysis is carried out to describe the strength of each indicator in the variable itself. The Index value of each indicator can be calculated by:

$$\text{Index} = \frac{\sum R \cdot B}{\sum R}$$

where :

R = Number of Respondents

B = Value Weight (5,4,3,2,1)

Table 2. Index Scale

Skor Nilai	Kategori
>4.5 – 5	Sangat Baik
>3.5 – 4.5	Baik
>2.5 – 3.5	Cukup Baik
>1.5 – 2.5	Buruk
1 – 1.5	Sangat Buruk

Sumber: Ade Irma Hayati, 2022

## 2. Regression Analysis

It is a method or technique of research hypothesis analysis to test whether or not there is an influence between one variable and another, which is expressed in the form of a mathematical equation (regression).

The formula:

$$Y = a + b_1X_1 + b_2X_2 + e$$

With the following explanation:

X<sub>1</sub> = Leadership Experience

X<sub>2</sub> = Leadership Character

Y = Loyalties

a = constant

b<sub>1</sub>, b<sub>2</sub> = regression coefficient (effect of X<sub>1</sub> and X<sub>2</sub> on Y)

e = error

## 3. Correlation Analysis

This type of research is aimed at describing two or more research results, this method is more appropriately used to compare similarities or differences. In order for the results of the research obtained to be clearer and more specific, in addition to being appropriate for research in finding out the starting point of the research that is clear.

Spearman's Correlation Formula (Harlan, 2018)

$$\rho = \frac{\sum_i (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum_i (x_i - \bar{x})^2 \sum_i (y_i - \bar{y})^2}}$$

Description :

ρ = Spearman's correlation coefficient value

x<sub>i</sub> = observation value x to - i

$\bar{x}$  = average observation value x

y<sub>i</sub> = observation value y to - i

$\bar{y}$  = average observation value y

#### 4. Model Fit Analysis

The goodness of fit test is carried out by testing the suitability of parameter coefficients simultaneously, namely by combining linear regression tests with models for spatial data (Harlan, 2005).

$$R_a^2 = 1 - \left[ (1 - R^2) \left( \frac{n-1}{n-p-1} \right) \right] = \left[ 1 - \frac{p-1}{n-1} \left( \frac{SSE}{SST} \right) \right] = 1 - \frac{MSE}{\frac{SST}{p-1}}$$

Description:

n = Number of Observations

p = number of variables

MSE = Mean Squared Error

SST = Sum Squared Total

SSE = Sum Squared Error

#### 5. Hypothesis Test

Hypothesis testing is a procedure carried out in research with the aim of being able to make a decision to accept or reject the proposed hypothesis (Nur et al., 2025). Hypothesis testing is carried out by estimating population parameters based on sample data through inferential statistical tests, which are to test the statistical correctness of a statement and draw conclusions to accept or reject the statement.

1. Testing the Influence of  $X_1$  on Y
2. Testing the Influence of  $X_2$  on Y
3. Testing the Influence of  $X_1$  and  $X_2$  on Y

Data processing using SPSS by looking at the Coefficient table, and the Model Summary table.

## 4. RESULT AND DISCUSSION

### Research Results

The results of the regression analysis showed that the experience of being a leader in the age range of 12-25 years had a positive and significant effect on employee loyalty (significance value < 0.05). This indicates that the stronger the leadership experience that a female leader has from a young age, the higher the level of loyalty of the employees she leads.

In addition, the leadership character of female leaders has also been shown to have a positive and significant effect on employee loyalty (significance value < 0.05). These findings confirm that a leadership style characterized by empathy, good interpersonal communication, fairness, and motivational skills play an important role in building employee loyalty.

Simultaneously, leadership experience aged 12–25 years and the leadership character of female leaders had a significant influence on employee loyalty, which was shown by the F test score with a significance of < 0.05.

The results of the analysis showed that leadership experience aged 12–25 years had a significant effect on employee loyalty ( $p < 0.05$ ). The leadership character of female leaders also has a significant effect on employee loyalty ( $p < 0.05$ ). Simultaneously, the two independent variables have a significant effect on employee loyalty.

### Discussion

The results of this study are in line with the transformational leadership theory put forward by Bass (1990), which states that the experience and character of leaders greatly influence the attitudes and behaviors of followers, including loyalty and commitment of the organization. Leadership experience from an early age allows individuals to develop better confidence, communication skills, and social sensitivity, which is ultimately reflected in leadership practices in the work environment.

This finding also supports the view of Yukl (2013) who states that the effectiveness of leadership is not only determined by structural position, but also by the experience and personal character of the leader. Female leaders who have a leadership track record from the age of 12–25 tend to be more adaptive, inclusive, and able to build harmonious working relationships with employees.

From the perspective of employee loyalty, the results of this study are consistent with Robbins & Judge (2017) who emphasized that loyalty is influenced by the quality of the relationship between leaders and subordinates. The empathetic and participatory character of women's leadership creates a sense of psychological safety, so that employees feel valued and have an emotional attachment to the organization. In the context of the Ministry of Women's Empowerment and Child Protection, these findings have strategic relevance. As an institution that carries the values of equality and empowerment, leadership

These findings indicate that leadership experience from an early age shapes the competence and confidence of female leaders, which ultimately has a positive impact on employee loyalty. Empathetic and participatory leadership character is able to increase employees' sense of security and attachment to the organization.

## **5. CONCLUSION AND SUGGESTIONS**

### **Conclusion**

1. Based on the results of the processing in Chapter IV, respondents gave an assessment of 3.36 with a GOOD index to the Leader Experience variable ( $X_1$ ) in the age range of 12 – 25 years within the Ministry of Women's Empowerment and Child Protection;
2. Based on the results of the processing of Chapter IV on leadership character ( $X_2$ ) at the Ministry of Women's Empowerment and Child Protection, respondents gave an assessment of 4.52 with an index of STRONGLY AGREE;
3. Based on the results of the processing in Chapter IV on the Loyalty (Y) Leader variable at the Ministry of Women's Empowerment and Child Protection, respondents gave an assessment of 4.44 with an index of AGREE.
4. Based on the results of the hypothesis test, it turned out that there was a significant influence of the variables of experience of becoming a leader in the age range of 12 – 15 years and the variable of leadership character in the Ministry of Women's Empowerment and Child Protection on the loyalty of leaders in the Ministry of Women's Empowerment and Child Protection. In a partial test, the influence of the experience variable of leaders in the age range of 12 - 25 years and the variable of leader loyalty in the Ministry of Women's Empowerment and Child Protection had a significant influence. Likewise, the partial influence of leadership character variables on the loyalty of leaders at the Ministry of Women's Empowerment and Child Protection turned out to have a significant influence.

### **Suggestions**

1. From the results of data processing in Chapter IV, the weakest indicator of the variable of leadership experience in the age range of 12 – 25 years is the  $X_{1.5}$  indicator, namely EXPERIENCE OF BOTH EVENTS AT HOME AND ABROAD in the age range of 12 – 25 years with a value of 1.9 and a LESS index, it is hoped that after becoming a State Civil Apparatus will have the opportunity to participate in events at home and abroad, so that it can add experience that can enrich their insights and thoughts;
2. Based on the variable of leadership character in the Ministry of Women's Empowerment and Child Protection, the weakest is  $X_{2.6}$ , which is NOT EASILY ANGRY with a reading of 4.30 with an index of AGREE, so it is hoped that leaders in the Ministry of Women's Empowerment and Child Protection can put the time when they are angry, and when they are not angry. And it is necessary to get training on how to deal with anger.
3. Based on the loyalty variable to leaders in the Ministry of Women's Empowerment and Child Protection, the weakest indicator is ALWAYS OBEY with a value of 4.02 with an index of AGREE, so it is expected that every staff in the Ministry of Women's Empowerment and Child Protection should obey good orders from their leaders and that leader gives a good deed, good word, good attitude and good thoughts.

4. The Ministry of Women's Empowerment and Child Protection through the Deputy for Gender Equality and the Assistant Deputy for Gender Mainstreaming for Politics, Security, Law, Human Rights, Immigration, Corrections and Regional Government Region II encourages, educates and trains women to be able to become reliable leaders both in their environment and in the office by providing women's leadership trainings.
5. The Ministry of Women's Empowerment and Child Protection through the Deputy for the Fulfillment of Children's Rights encourages the Provincial and Regency/City Women's Empowerment and Child Protection Offices to form Children's Forums starting from Kelurahan/Village, Regency/City Children's Forum and Provincial Children's Forum as a training venue for women aged 12-17 years to advance to become women's leaders.
6. The Ministry of Women's Empowerment and Child Protection through Non-Governmental Organizations provides education to the public regarding gender issues, gender equality, and women's leadership.
7. The Ministry of Women's Empowerment and Child Protection collaborates with political parties to hold Women's Leadership Training so that women's representation in the House of Representatives, Provincial Regional House of Representatives, and Regency/City Regional House of Representatives reaches a quota of 30%.

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