THE INFLUENCE OF STRATEGIC PLANNING POLICY IMPLEMENTATION AND DEMOCRATIC LEADERSHIP STYLE TOWARD THE QUALITY OF HUMAN RESOURCES IN BADAN KESATUAN BANGSA DAN POLITIK OF DKI JAKARTA PROVINCE

Arman Remy

Abstract,
The phenomenon that made the object of research is the quality of human resources in Badan Kesatuan Bangsa dan Politik of DKI Jakarta Province. The purpose of this research is to discuss the influence of strategic planning policy implementation and democratic leadership style toward the quality of human resources. The study uses a quantitative research approach. 200 survey respondents drawn from a population of 200 personnel with census method. Data collection techniques: literature study, questionnaires and observation. Analysis of the data using the Output Path Analysis and Confirmatory Factor Analysis. The results of the study are the following: first, There is the influence Strategic Planning Policy Implementation toward the Quality of Human Resources. The existence of a significant effect, indicating that in the Strategic Planning Policy Implementation the Quality of Human Resources established a causal relationship; second, there is the influence of the Democratic Leadership Style toward the Quality of Human Resources. The existence of a significant effect, indicating that in the Democratic Leadership Style with the Quality of Human Resources established a causal relationship; third, there is the influence of Strategic Planning Policy Implementation through Democratic Leadership Style on the Quality of Human Resources. The existence of a significant effect, indicating that through the Democratic Leadership Style the Strategic Planning Policy Implementation variables still affect to the quality of human resources; fourth, there is the influence of the Democratic Leadership Style through the Strategic Planning Policy Implementation toward the Quality of Human Resources. The existence of a significant effect, indicating that through the Strategic Planning Policy Implementation the Democratic Leadership Style variable remains affect the quality of human resources.

Keywords: Strategic Planning Policy Implementation, Democratic Leadership Style, and Quality Human Resources.

Preliminary

With such a territorial conditions and with a total population of 10,187,595 million in 2011, Jakarta looked to be a very dynamic area. Meanwhile the rapid population growth in Jakarta is closely related to the Jakarta status as the center of government and economy that has appeal for residents outside Jakarta to live or make a living. Residents who came were diverse, both in terms of culture, ethnicity and education levels. This diversity make Jakarta as a city rich in culture and become a cultural meeting area. If not managed properly, this diversity can lead to various urban problems such as social conflicts, the growing number of social welfare issues, as well as indiscipline society and poverty. Moreover, the dynamics of community diversity in Jakarta is also the potential to cause social conflicts related to national unity and political. Meanwhile various social conflicts that occur in the community over the past three years, there were 303 events with a series of events: in 2012 there has been a 128 event of conflict, in 2013 there has been a 92 event of conflict, and in 2014 there has been a 83 conflict events. The year 2012 seemed to be the year of the most common social conflict events up to 128 cases. (Source: Center for Communication and Information nation and political unity general, Ministry of Internal Affairs).

Although quantitatively the event of conflict were decreasing; but that does not mean the vigilance performance against a variety of potential conflicts also reduced. Performance awareness Increased against a variety of potential conflicts it is necessary to prevent social conflict in Indonesia’s diverse society. Meanwhile, based on the grouping of issues and or social conflict patterns, social conflict events recapitulation in 2014 of which are dominated by clashes between residents who are 40 cases, security issues totaling 20 cases of land conflicts / natural / human resources totaled 14 cases, politics excesses consists of 4 cases, and community organizations totaling 3 cases, and Racial and conflict in their respective educational institutions one case, no conflict of social inequality. So the total of social conflict events in 2014 accounted for 83 cases. When referring to Law No. 7 of 2012 on the Handling of Social Conflict, then the source of the conflict in 2014 was dominated by the problems in the Political, Economic, Social, and Cultural Rights totaling 68 triggers a source of conflict, followed by Land / natural / human resources conflicts which amounted to 14 triggers a source of conflict, then the source of the conflict based on racial Issue only 1 trigger of conflict. (Source: Center for Communication and Information nation and political unity general, Ministry of Internal Affairs).
Referring to the dynamics of Jakarta people diversity who at any time could have disastrous political and national unity issues, then by itself the dynamics governing in the region of Jakarta not only demonstrates the potential of a very large regional; but it also shows the challenges and problems that are more complex than other areas. To develop regional potentials and at the same time addressing the challenges and problems as the area that became the State Capital, in the Medium Term Development Plan (RPJMD) of Jakarta Province Year 2013-2017 explained that Jakarta needs a development plan focused, integrated, and comprehensive by taking into account the four pillars of development that are the pillars of the Economic, Social, and Environment supported by Apparatus or bureaucracy pillars. Thus the bureaucratic apparatus has a very important role in the strategic and implementation of the Government of DKI Jakarta Province.

Actualizing the role of the bureaucratic apparatus is needed in the implementation of Jakarta Province National Unity and Political (Kesbangpol) tasks and functions, Main Tasks of the Jakarta Province National Unity and Political institution regulated in Jakarta Governor Regulation No. 98 of 2009 on the Organization and Work of National Unity and Political institution. In Governor Regulation it is mentioned that the National Unity and Politics of Jakarta is the supporting elements task of local authorities in the field of national unity and politics led by the Head of the Institution, responsible to the Governor through the Regional Secretary and carry out their duties and functions are coordinated by Government Assistant. DKI Jakarta Province National and Political Unity institution is to formulate technical policy, plan, coordinate, facilitate and carry out tasks in the field of nation unity and political includes the consolidation of national integration, development of democracy and human rights, the development of institutional relations, and alertness. To carry out basic tasks on the name of Jakarta Province National Unity and Political institution has the function, among others: (1) Formulating policy of technical implementation guidance and the development of nationalism concept, nation assimilation, politics, democracy, and human rights; (2) coordinating the implementation policy of coaching administration and the development of nationalism concept, nation assimilation, politics, democracy, and human rights; (3) Facilitate the implementation of coaching and the development of nationalism concept, nation assimilation, politics, democracy, and human rights; (4) Facilitate community conflict resolution that affect the unity of the nation; (5) Facilitate the development of relations between political parties, between social organizations, inter-governmental organizations, and between these organizations; (6) Service, guidance, and control of licensing and / or recommendations in the field of national unity and political; (7) coordinating and facilitating the development of human rights; and (8) monitoring, assessment, and evaluation in the field of national unity, political, and human rights.

National Unity and Political institution tasks and functions are clearly needed to support the realization of dynamic conditions of peace, order and conducive public security in Jakarta. Tranquility, order and public security is a condition that must be met in order to realize the Jakarta City safe, comfortable and competitive. Why is that, because on one hand, the social and cultural diversity of Jakarta people is potential for development, but on the other hand can be a stimulant factor to social conflicts that are primordial and partisan if not managed properly. Social tensions and conflict usually occurs due to excessive fanaticism of a community group. This condition can lead to conflict and tension in the society so easily tension emotions and provoked that evolved into horizontal conflicts between citizens. This kind of social conflicts often occur in a number of areas with the background and causes that are sometimes very simple. While the understanding and implementation of comprehensive democracy that does not have lead to unbridled freedom. Therefore, some people feel free to do anything without regard to the law. In Jakarta, the freedom and the show of force has become a model and an instrument to convey the demands, which if not controlled carefully it’s potential to be the actions of anarchists were very unsettling and disturbing the normal life of the community. Thus maturity and elegant attitudes, especially in Jakarta society into something that should be considered in order to realize the comfort and order in society. Meanwhile, in the control of tranquility, order and public security, another problem is the increased synergy between government, business and society to make Jakarta a safe, peaceful and orderly.

Jakarta Province National Unity and Political institution vision is: “the establishment of society that has social and political culture resistance towards new modern Jakarta”. With Mission: (1) Increase national awareness of Jakarta community with social resilient; (2) Improving inter-ethnic, religion, race and class tolerance; (3) Increase healthy political facilitation in the community; (4) Increase awareness and inter-institutional relations; and (5) Improving public services transparency of national unity and political affairs, the role of human resources in the implementation of Jakarta Province National Unity and Political institution tasks and functions could be crucial in supporting the realization of Jakarta that is safe, comfortable and competitive. Jakarta's will realize a safe, comfortable and competitive in detail formulated in the text of RPJMD Jakarta Year 2013-1017.

To realize the vision and mission so that, Jakarta Province National Unity and Political institution, pursuant to Jakarta Governor Rule Number 98 of 2009 on the Organization and Work of National Unity and Political, need to take measures to improve the competence and performance of the apparatus in order to establish human resources strategic role in the implementation of National Unity and Political
The research problem is formulated by conducting the identification and setting limits on the research problem. Departing from the problem limitation, further formulation of the problem posed by the research questions as follows:

1. How much Strategic Planning Policy Implementation influence the human resources quality in DKI Jakarta Province natural unity and politic?
2. How much the Democratic Leadership Style influence human resources quality in DKI Jakarta Province natural unity and politic?
3. How much Strategic Planning Policy Implementation through Democratic Leadership Style influence human resources quality in DKI Jakarta Province natural unity and politic?
4. Seberapa besar pengaruh Gaya Kepemimpinan Demokratis melalui Implementasi Kebijaksanaan Perencanaan Strategis terhadap Kualitas SDM di Bakesbangpol Provinsi DKI Jakarta?
5. How much the Democratic Leadership Style through Strategic Planning Policy Implementation influence human resources quality in DKI Jakarta Province natural unity and politic?

In order to answer the research questions the research objectives defined as follows:

1. Measure Strategic Planning Policy Implementation impact on the human resources quality in DKI Jakarta Province natural unity and politic?
2. Measure the Democratic Leadership Style impact on human resources quality in DKI Jakarta Province natural unity and politic?
3. Measure Strategic Planning Policy Implementation through Democratic Leadership Style impact on human resources quality in DKI Jakarta Province natural unity and politic?
4. Measure the Democratic Leadership Style through Strategic Planning Policy Implementation impact on the human resources quality in DKI Jakarta Province natural unity and politic?
According Tachjan (2008: 38), the most classic model of policy implementation is a process model or Smith workflow. According to Smith in the implementation process there are four variables that need to be addressed: idealized policy, the target groups, implementing organization, and environmental factors. The fourth variable is explained by Tachjan (2008: 38) the following: 1. Idealized policy (policy idealized), the ideal patterns of interaction that they have defined in policies that seek to be induced; 2. Target Groups (target group), that they (the people) are the most directly affected and the need to adopt policies and interaction patterns as expected by policy makers; 3. Implementing organization, namely the implementing agencies or units of government bureaucracy responsible for the implementation of the policy; 4. Environmental factors, namely the elements in the environment that affect or are affected by the implementation of policies, such as cultural, social, economic, and political.

According Tachjan (2008: 38), the four variables do not stand alone, but is a unity of mutual influence and interact reciprocally, therefore happen tensions (tensions), which can lead to the onset of the protests, and even physical action, where it requires the enforcement of new institutions for realizing the goals of the policy. Those tensions could also lead to changes in institutions. So the interaction patterns of the four variables in the policy implementation raise disagreements, tensions and pressures. The patterns of these interactions may result in the formation of certain institutions, as well as serve to reduce tension feedback and restored into a matrix of patterns and institutional transactions.

Based on the Smith public policy implementation model, the strategic planning policy implementation is conceptualized as the implementation of the natural unity and political strategic plan directed at the management of human resources is revealed by idealized policy, the target groups, implementing organization, and environmental factors.

DEMOCRATIC LEADERSHIP STYLE

According Thoha (1990: 51-52), the leadership style is the norm of behavior used by a person when that person tried to influence the behavior of others as he sees. Colquitt et.al. (2009: 478) says:

Defining the style, with an autocratic style, the leader makes the decision alone, without asking the opinion of the employees. Employees may provide the information needed by the leader but not asked to produce or evaluate potential solutions. In fact, the employee is not possible to say that the decision needs to be made, the employee just wants to know what information leader for several reasons. With this leadership style, leaders tend to make decisions without regard to inputs or suggestions from subordinates. Not all leaders embrace such leadership styles; the leadership style that ignores the role of the people he leads. Therefore, Colquitt et.al. (2009: 478) suggests another illustration leadership style. For example, how a leader involves the people he leads be stated as follows:

With a consultative style, the leader presents the problem to individual employees or a group of employees, her self. With this style, employees do “have a say” in the process, but the ultimate authority still rests with the leader. That ultimate authority changes with a facilitative style, in which the leader present the problem to a group of employees and seek consensus on a solution, making sure that his or her own opinion receives no more weight than anyone else’s. With this style, the leader is more facilitator than decision maker. Disney CEO Bob Iger Seems to Embrace a Combination of Consultative and facilitative styles. Since taking over for Michael Eisner, Iger has made meetings with his division heads less autocratic. Whereas Eisner held court, Iger encourages a conversation. Iger describes his style this way: “you put good people in jobs and give them room to run….. you involve yourself in a responsible way, but not to the point where you are usurping their authority. I don’t have the time or concentration – and you could argue maybe event the talent – to do that.

In the consultative style, the leader presents a problem to the employee or group of employees. With this style, employees can submit his advice on the decision making process, but the ultimate authority remains in the hands of leaders. The final authority replaced by a facility, where the leader presents a problem to get a consensus from employees and look for solutions, and ensure that their own opinion is not better than the opinion of anyone other than him. With this style, the leader is more likely to become a facilitator than a decision maker.

Democratic leadership style that formed from experience, and or democratic leadership style that draws on the experience of the leaders who were seen both certainly interesting to put forward. For example, as told by Kouzes and Posner (2007: 14) the following:
As we looked deeper into the dynamic process of leadership, through case analyses and survey questionnaires, we uncovered five practices common to personal – best leadership experiences. When getting extraordinary things done in organizations, leaders engage in these five Practices of Exemplary Leadership: (1) Model the Way; (2) Inspire a Shared Vision; (3) Challenge the Process; (4) Enable Others to Act; and (5) Encourage the Heart.

According to Kouzes and Posner, when we look into a dynamic process of leadership, we find in general private practice best leadership. When acquirin extraordinary things done in organizations, leaders here using exemplary Five Practices of Leadership namely: (1) Direction Determination (Model the Way); (2) Inspire a shared vision (Inspire a Shared Vision); (3) Challenging the Process (Challenge the Process); (4) Allow others to act (Enable Other to Act); and (5) Encourage the Heart.

Based on the leadership theory from Kouzes and Posner, the Democratic Leadership Styles conceptualized as an approach pattern, organizing, directing and controlling performed by the natural unity and politics leadership to human resource management that was revealed from Change the Process, Inspire a Shared Vision, enable Other to Act, Model the Way, and Encourage the Heart. From this concept was developed five dimensions study.

**HUMAN RESOURCES QUALITY**

According to David Ulrich (in Mathis and Jackson, 2002: 4), human resources should be defined not by what human resources do, but what human resources produce. Therefore, according to Tambunan (2003: 15), human resources are an important factor for any business. human resources Quality will determine the triumph or failure in the competition

The quality of human resources is also known as competencies. Cohen (1999: 173) says that: “competencies are the areas of knowledge, ability and skill that increase and individual’s effectiveness in dealing with the world”. This opinion shows three important things in competencies such as knowledge, abilities and skills. Aisworth et.al. (In Cohen, 1999: 173) says that the competence is a combination of knowledge and skills that relevant to the job. Competence is the capacity to handle a job or task based on a predetermined standard. Boyatzis (in Thoha, 1998: 4) says: “The competences as the existing capacity in someone who can make a person able to fulfill what is required by the job within an organization so that the organization is able to achieve the expected results.” Spencer and Spencer (1993: 9) show the following five characteristics competence: 1). Motives. The thing a person consistently thinks about or wants that cause action. Motives “drive, direct, and select” behavior toward certain action or goals and away from others. 2). Traits. Physical characteristics and consistent responses to situation of information. 3). Self-Concept. A person’s attitude, values, or self-image. 4). Knowledge. Information a person has in specific content areas. 5). Skill. The ability to perform a contain physical or mental task.

Based on Spencer and Spencer competence, the theory human resources quality conceptualized as a personnel competency that relevant to job function and demands which are revealed from Motives, Traits, Self-Concept, Knowledge and Skills. From this concept developed five dimensions study.

**RESEARCH METHODS**

Research conducted with quantitative research approach. 42 item questionnaire compiled by the Likert Scale submitted to 200 samples of the study. Sampling from a population of 200 apparatus using census method. Secondary data collection using literature study. The primary data collection using questionnaires and observation techniques. Convention ordinal data into interval data using Method Sucessive Interval (MSI). Data analyzed technique using Path Analisys and descriptive analysis to obtain research findings form the basis for new concept preparation.

**RESULTS AND DISCUSSION**

Research results Discussion based on causality relation assessment concept between Strategic Planning Policy Implementation and Democratic Leadership Style that is positioned as antecedent variables (which precede, cause) with Human Resources Quality which is positioned as a consequence variables (phenomena, as a result).

With this concept idea, the results discussion only include an analysis of Strategic Planning Policy Implementation and Democratic Leadership Style influence on the Quality of Human Resources, either partially or jointly. The impact analysis carried out by the constructs variable as follows:

**Analysis of Strategic Planning Policy Implementation Effect on the Human Resources Quality:** Strategic Planning Policy Implementation Proven have a positive influence on Human Resources quality at 0.526. The magnitude of this effect is weak but significant and shows that among the strategic planning policy implementation with human resource quality established a causality relation. Causality relation means: If the strategic planning policy implementation enhanced or increases, so the increase was simultaneously accompanied by an increase human resources quality. This concept states that the strategic planning policy implementation is one of the causes of human resources quality high and low in DKI Jakarta Province natural unity and politic. With this concept can be expressed implications of the results follows:

**Practical Implications:** Improving the human resources quality in DKI Jakarta Province National Unity and Politics can be improved by increasing the effectiveness of strategic planning policy implementation. Increasing the strategic planning policy implementation includes
increased idealized policy, the target groups, implementing organization, and environmental factors. Increasing idealized policy include indicators: the purpose of improving the quality of human resources, activities to improve the quality of human resources, and the pattern of the approaches used in improving the quality of human resources. Increasing the target groups include indicators: operational targets that must be reached in improving the quality of human resources, functional objectives that must be achieved in improving the quality of human resources, and conditional targets that should be created to improve the quality of human resources. Increasing the implementing organization include indicators: the authority to execute the policy, the implemented program structure, and the function of the program implemented to achieve the goals and objectives. Increasing environmental factors include indicators: socio-political environment related to the program implementation, the socio-economic environment related to program implementation, and socio-cultural environment associated with the program implementation.

The process of improving the effectiveness of strategic planning policy implementation that includes 12 indicators simultaneously improving the human resources quality, namely personnel working in National unity and politic. The process of improving human resources quality that covered motives, traits, self-concept, knowledge, and skills. Increasing motives include indicators: serve Motif, apparatus serve Motif and achievement Motif in implementing in National unity and politic policies and activities. Increasing traits include indicators: The views of work, work attitude and work Behaviour of personnel in implementing National unity and politic policies and activities. Improving self-concept that includes indicators: work exemplary, discipline in carrying out the work, and hospitality in serving parties related to the work implementation. Increasing knowledge which include indicators: Knowledge of administrative work, work technical knowledge, and knowledge of the work environment. Improving skills that include indicators: administrative skills, technical skills, and social skills.

Theoretical Implications: According to Smith (in Tachjian, 2008: 38), in the implementation process there are four variables that need to be considered, namely idealized policy, the target groups, implementing organization, and environmental factors. This theory was selected as theoretical base of operational variables concept preparation because it is considered suitable to uncover variables Strategic Planning Policy Implementation. Furthermore, based on the theory of Smith policy implementation prepared the conceptual definition of variables that policy implementation is the national unity and politics strategic planning policy implementation (strategic planning) directed at the management of human resources is revealed by idealized policy, the target groups, implementing organization, and environmental factors.

Idealized policy (policy idealized), the ideal patterns of interaction that has been defined in the policy sought to be induced to become clear and coordinated for all elements of policy executive. By the policy standards and purpose not only be clear but the executors of policy also got a clear direction and guidance in carrying out various activities of human resource development. Human resources development activities which have been planned in advance in the preparation of a strategic plan then becomes one supporting factor increasing human resources quality in DKJ Jakarta Province national unity and politic environment. Increasing the human resources quality in the Agency simultaneously improving individual performance, the group's performance and the performance of organizations in implementing various programs and activities throughout the region of DKJ Jakarta Province national unity and politic environment.

Target Groups (target group), namely those who are most directly affected by the policy and should adopt interaction patterns as expected by policy makers. Therefore, the implementation of various programs and activities of the human resource development needs the support of various resources and right approach patterns and carefully so that the implementation of these programs and activities take place effectively. Effectiveness in question can be realized optimally if the implementation of each program and activities carried out in accordance with the underlying policy formulation and program implementation of these activities. Thus the effectiveness means achieve the programs implementation objectives and activities optimally, which is to increase the competence of DKJ Jakarta Province national unity and politic environment personnel. Increasing competence of the apparatus in question at least include an increase in the aspect of intellectual capacity; the quality aspects improvement of mental attitude, and increased social capabilities aspects. Increased competence of apparatus such as this is a series of human resource needs of the most essential in enhancing the institutional capacity of the working units of government bureaucracy, the execution units of technical tasks and functions of national unity and politic in five (5) areas of the city administration and 1 (one) area of regency administration.

Implementing organization, namely the implementing agencies or units of government bureaucracy responsible for implementing the policies in each unit and operational levels. In this context, to implement programs and activities to improve the quality of human resources patterned, integral and sustainable, then duties and functions implementation of each national unity and politic technical implementation unit become more effective. The effectiveness of the tasks and functions in question include visible from the achievement of the goals and objectives of operations in all sectors and levels. Achievement of goals and objectives for the tasks and functions
implementation of institutions in the respective technical executing unit activity ultimately contributes optimally for the implementation of the tasks and functions of national unity and politic institutional optimally in realizing DKI Jakarta province as regions that succeed in order to strengthen the foundation of the unity of the nation and support the realization conditions conducive political and social life. Foundations and conditions of such a course indispensable in realizing the dynamic conditions of a society that is conducive in Jakarta.

Environmental factors, namely the elements in the environment that affect or are affected by the policy implementation, such as cultural, social, economic, and political. Therefore, by carrying out programs and activities to improve the quality of human resources patterned, integrated and sustainable, then the duties and functions implementation of each unit of national unity and politic technical implementation activities become more coordinated and effective in addressing, overcoming and at the same time anticipating the dynamics environmental of national unity and politic duties and functions implementing, The effectiveness of the tasks and functions in question include visible from the operations goals and objectives achievement in all sectors and levels. Achievement of goals and objectives for the institutions tasks and functions implementation in the respective technical executing unit activity ultimately contributes optimally for the implementation of the tasks and functions of national unity and politic institutional as one Region Work Tools Unit of DKI Jakarta Province which serves positioned to realize the harmony of all Indonesia unity in diversity in the State Capital.

Idealized policy, the target groups, implementing organization, and environmental factors are four variables that can not stand on its own. That is, the application and actualization of the four variables is a unity of mutual influence and interact reciprocally in the overall strategic planning process policy implementation of human resource development. Hence happen tensions (tensions) that can cause the protests, and even physical action, where it requires the enforcement of new institutions for realizing the goals of these policies need to be done properly and carefully. Those tensions could also lead to changes in the institution. So the interaction patterns of the four variables in the strategic planning policy implementation led to mismatches, tensions and pressures that to be anticipated. The patterns of these interactions may result in the formation of certain institutions, once used as a feedback to reduce tension and returned into the matrix from the patterns of DKI Jakarta province national unity and politic transactions and institutional.

Referring to the implementation process of natural unity strategic planning policy, Ripley and Franklin (1990: 4) shows that the implementation of strategic planning policy refers to a set of activities or actions that accompany this statement of purpose and outcomes to be achieved by government officials. A series of events or actions in question took place when a rules (laws) has been set to implement the program. In this context, Hill and Hupe (2002: 7) says that ideally the implementation of strategic planning policy is seen as a decision to identify the problem to then find different ways to show the structure of the settlement policy implementation that can be followed by the executive discretion. With this view, the implementation of strategic planning policy is a problem-solving process that is done with certain ways into the process of policy implementation. Thus strategic planning policy implementation requires the support of a comprehensive understanding through the perspective of the problems that needs to be addressed, resolved or anticipated through a series of actions or activities. According Mazmaniah and Sabatier (in Wahab, 2004: 61) implementation of policy is to understand what in fact happened after a program is declared valid or formulated is the focus of policy implementation attention, that the events and activities which arise after the approved policy guidelines the state, which includes both efforts to administrates nor for consequences / real impact on people or events.

The important thing from the above opinion is that the strategic planning policy implementation includes a series of activities that arise after the approved guidelines state policy. In this context, Grindle (1980: 6) argues that in general, the latter implementations in building a political network that allows public policy objectives are realized as a result of government activity. It involves, therefore, the formation of "policy delivery system" means specifically designed and achieved with the hope of arriving at a particular end. Thus, public policy includes a statement of purpose, objectives, and means translated into action programs that aim to achieve the objectives stated in policy. It is clear that the various programs can be developed to respond to the same policy and purpose. The action program itself can be divided into more specific projects. The purpose of action programs and individual projects to changes in the policy environment, changes can be considered as a result of the program. Referring to the difference between policies and programs, Grindle (1980: 6) explains that the difference between policy and program implies that the implementation of strategic planning policy is a function of the program implementation and depending on the results. As a result, the study of the policy implementation process almost always involves the investigation and analysis of the action program which has been designed as a means to achieve broader objectives. In this context Grindle (1980: 6) says that a clear distinction between policies and programs difficult to sustain in practice. This is in some degree obscured by various levels where the term "policy" is often used. A general statement, for example, agricultural policy of the government is to improve the productivity can be translated into the policy of the government assistance to small farmers commercially oriented. This in turn can be translated into the policy of granting...
irrigation and transport facilities to the people. In addition, since the implementation of strategic planning policy considered depending on the outcome of the program, it is difficult to separate the fate of the policy with their constituents program. Moreover, to say that the implementation of strategic planning depends on the discretion of program implementation assumes that the program is actually precisely directed to achieve the goal of policy, the assumption is not always correct out in practice. In addition, according to Wahab (2004: 65), the implementation process of strategic planning policy was not only impact the behavior of administrative agencies that responsible for implementing the program and lead obedience to the target group, but also about the network of political, economic and social forces that directly or indirectly may affect the behavior of all parties involved, and that ultimately affect the impact of both expected and unexpected.

Due to the implementation of public policy, including in the implementation of the public administration system, to achieve the expected results of each program implementers, which are crucial and decisive in implementing strategic planning policy need to understand the concept of administration as proposed by Ripley and Franklin (1990: 4) that when associated with the implementation of local government management, Ripley and Franklin opinion above shows three factors that seem to be considered in implementing policy. These three factors are: financial resources, personnel resources, and the environmental resources on which the program is implemented. But only resources support would be difficult utilized effectively and efficiently, when the implementation process of strategic planning policy is not careful discretion in interpreting policies and programs into an activity planning system that can achieve the goals effectively and efficiently. Because of the implementation of the policy should also be able to clearly limit the activities of the target group, so that the process of achieving the objectives and results of the program can apply optimally.

Democratic Leadership Style Influence Analysis on the Human Resources Quality: Proven Democratic Leadership Style has positive influence on Human Resources quality at 0.627. The magnitude of the effect is fairly strong and significant and shows that among the Democratic Leadership Style with the human resource quality established a mechanism of causality. Causality is significant: If the Democratic Leadership Style improved or increases, the increase was simultaneously accompanied by an increase in the human resources quality. This concept states that the Democratic Leadership Style is one of the causes of high and low quality of human resource quality in DKI Jakarta Province national unity and politics. With this concept can be expressed implications of the research results as follows:

Practical Implications: Improving the quality of human resources in DKI Jakarta Province national unity and politics can be improved by increasing the effectiveness of Democratic Leadership Style. Increasing the effectiveness of Democratic Leadership Style This includes increasing Challenge the Process, Inspire a Shared Vision, Allow Other to Act, Model the Way, dan Encourage the Heart. Challenge the Process Improvement include indicators: The response to social change that can weaken the foundation of nation unity, Anticipation of social change that can foster the weakening of national unity foundations, and adaptation to social change must be done in order to realize the national unity defense and resilience in DKI Jakarta Province. Inspire a Shared Vision Improvement include indicators: institutional vision that must be actualized through the implementation of various programs and activities, vision of togetherness which should be actualized through the execution of the work, and the vision of cooperation in strengthening institutional capacity. Allow Other to Act improvement include indicators: trust the government and the public on the implementation of national unity and politics tasks and functions, opportunities that are open from the administration and the dynamic condition of society to optimize national unity and politics tasks and functions and support given by the government and community to optimize the national unity and politics tasks and function. Model the Way Improvement include indicators: policies for which must be done through the implementation of various programs and activities that are coordinated and synergistic, activities Directions that should be achieved through the use of various resources, especially financial resources, and Directions achievement focused with approaches precise and meticulous. Encourage the Heart Improvement include indicators: strong work motivation and dedication, appreciation of the opportunities and challenges to grow and progress in work, and Compensation positively to the failure or weakness in performing a job that requires a certain capacity and integrity. The process of improving the effectiveness of Democratic Leadership Style that includes 12 indicators simultaneously improving the human resources quality, namely personnel working in national unity and politics. The process of improving the quality of human resources in question include Motives, Traits, Self-Concept, Knowledge, and Skills. motives improvement include indicators: dedicate motives, serve motives and apparatus achievement motives in implementing national unity and politics policies and activities. Traits improvement include indicators: The views of work, work attitude and work Behaviour of personnel in implementing national unity and politics policies and activities. Self-Concept improvement that includes indicators: exemplary work, discipline in carrying out the work, and hospitality in serving parties related to the implementation work. Increased knowledge which include indicators: Knowledge of administrative work, technical knowledge work, and knowledge of the work environment. skills Improvement that include indicators: administrative skills, technical skills, and social skills.
Theoretical Implications: The style of leadership that is formed from the experience, and or leadership style that draws on the experience of the leaders who were seen both certainly interesting to put forward. For example, as told by Kouzes and Posner (2007: 14) that when we look into leadership dynamic process, we find in general private practice best leadership. When acquiring extraordinary things done in organizations, leaders here using the Five Practices of Leadership exemplary namely: (1) Direction Determination (Model the Way); (2) Inspire a shared vision (Inspire a Shared Vision); (3) Challenging the process (Challenge the Process); (4) Allow others to act (Enable Other to Act); and (5) brave heart (Encourage the Heart).

With this theory, Democratic Leadership Styles viewed as the approach, organizing, directing and controlling pattern performed by DKI Jakarta province national unity and politic chief on human resource management that was revealed from Challenge the Process, Inspire a Shared Vision, Anable Other to Act, Model the Way, dan Encourage the Heart.

Model the Way: In the view of Kouzes and Posner (2007: 14), led it means to be a good example, and consistent with what was said. Leaders exemplary knowing that if they wanted a binding agreement and achieve the highest standards, then they should show their model of behavior to the expectations of others. In this context, the leader determines the way. To streamline the model behavior of leaders in accordance with the expectations of others led, leaders must begin with the guiding principles of clarity. They should clarify values (the guide). As an illustration depicting a best personal, leaders are supposed to stand for the beliefs of those they lead, so people are led performs better with that belief. This leader new important value. Thus the new leaders represent themselves whose they led. In this context, Kouzes and Posner (2007: 15) says that the leaders action are far more important when compared with their words when someone wants to determine the seriousness of their leaders said. Words and deeds must be consistent. The leaders are exemplary. Leaders begin by giving an example through daily actions show very committed to the beliefs of those they lead. How do deserve the right and privilege to lead through an act of direct involvement. Moreover, a leader must be able to inspire a shared vision.

Inspire a Shared Vision: In the view of Kouzes and Posner (2007: 17), when people describe best personal leadership naturally, they say when they imagine a very high powerful stimulus attraction for their organizations. They have the vision and dream of what is to come. They had the insight and total participation in the dream, and they are confident in their ability to make that extraordinary things happen. Every organization, every social movement, started with a dream which must be owned by the leaders is knowledge that must be known by the leaders. None speak for themselves. To enter the support, leaders to understand their needs and have shown an interest in the heart. Leadership is a dialogue, none speak for themselves. To enter the support, leaders knowledge that must be owned by the leaders is the people’s dream, hopes, aspirations, vision and values. With dreams, hopes, and aspirations that have penetrated into the vision and actualized into valuable concept, then the leader that the people who he led should dare to challenge a process that allows the actualization of this vision becomes a reality.

Challenge the Process: According to Kouzes and Posner (2007: 18), each personal best leadership complied with several challenges. Challenges may be a new innovative products, a part of the service, a part of the beginning of the legislation, a fresh campaign to raise teenagers join in the environmental program, a program of revolutionary changes in military bureaucracy, or a first step in planning a new business. Whatever the challenge, all cases involving a change of status is uncertain. No one admits to have a personality that best by keeping things the same. All leaders challenge the process. Challenge the process in question can certainly be interpreted as a series of situational demands and challenges require efforts to address, overcome and simultaneously anticipate the process of achieving the realization of a shared vision. So the role of leaders is how to actualize a shared vision. According to Kouzes and Posner (2007: 19), the leaders were pioneers. They went from not know. They looked to find opportunities, grow and increase. Leaders must constantly look outside of themselves and the organization to find new products, processes and services. Thus a leader must be able to inspire a shared vision that can foster creativity and productivity. Furthermore Kouzes and Posner (2007: 19) says that, when it is an innovation, the contribution of the main leaders in the process of creating a climate is to experiment the introduction of the idea of kindness, support for the idea and the willingness to challenge the system to obtain the product again, processes, services and systems that are adopted. It might be more accurate to say the leaders is the creator, protector and adopters of innovations. Referring to the leader position, Kouzes and Posner (2007: 19) says that the leaders should know better innovation, change
and take risks. Despite the nature of the error can not be avoided, however, the leaders should not ignore the process. One way of dealing with potential risks and ignore the trial is approaching change through the addition of steps and small victories. A small victory, when burried deep down inside enhance each other, build trust that can be faced with the greatest challenge. Leaders must pay attention to the capacity of its constituents to take control for the challenges and be fully committed. Thus the leader gives an opportunity to the people he leads to do something

**Enable Others To Act**: Kouzes and Posner (2007: 20) says that the great dream will not come true, which means if it is crossed by the action of a single person. It requires a team effort. This requires confidence in a solid and strong relationship. It requires deep competence and trust. It requires the cooperation and responsibilities of group and individual. To get the things done tremendously in the organization, leaders must allow others to act. Referring to this, Kouzes and Posner (2007: 20) said that the leaders should facilitate cooperation and build trust. It is felt by cooperation group in view of the extent of direct reports or get close with confidence. They involve all of which should work on projects and in some ways, all have to live with the results. To that end, Kouzes and Posner (2007: 21) says that leaders must allow others to do good work. They know that it is expected to produce a personal power and ownership. Leaders must understand that the command and control into traditional management techniques do not need to be applied. In exchange, the leaders work to make people feel strong, capable and opinionated. The leaders allow others to act to gather the strength they had. Leaders exemplary reinforce each something capacity to deliver on the commitments they make. In this context, Kouzes and Posner (2007: 21) says that the leaders proudly discussing teamwork, confidence and empowerment as an essential element of their efforts. A leader's ability to allow others to take action is critical. The main element is not in their best execution if their leaders actions felt weak, dependent or alienated. But when they feel their leaders act strong and capable - as if they can do may be more than they think - they'll give you all that exceed their own expectations. True leadership established the trust and more, people rely on their leaders and each other they take risks, make organizational changes, changes in the cost of living and changing life movement. Thus every leader has to be able to raise the hearts of those they lead. Why this is so, because according to Kouzes and Posner (2007: 22), people become tired, frustrated and disappointing. They often give up. Leaders encourage constituents to deal with those feelings. Thus those who led naturally feel motivated to get up from his disappointment. Therefore, Kouzes and Posner (2007: 22) says that part of the job of the leader is to show appreciation for the contribution of the people he leads, and to create a culture that respects the values and victories. In this context, according to Kouzes and Posner (2007: 23) The problem is how real leaders by linking behaviors with rewards for performance. While working hard to improve the quality, restoring the impact of the disaster, starting a new service or make dramatic changes on all matters, leaders must ensure that the people behavior look useful for the coveted value. Leaders also need to know the religious celebrations, when did sincerity, build a strong sense of identity togetherness and community spirit that can carry the group through extraordinary things.

Government Leadership that have certain characteristics occurred in the implementation of tasks and functions of the governance institutions, both at the central level and at the regional level. According Sadu (2013: 55), the complete definition of the government's leadership is a process based on the authority and ability of a person to move another person or group to achieve the goals and objectives of government that has been designated. government Leadership Digest, namely: (1) Leadership is the authority; (2) Leadership is a creative and directive process; (3) Leadership is an influence on two or more people in an organization and / or the wider community; (4) The authority, process and influence is intended to allow individuals or groups who are affected can work to achieve the goal of government organizations more effectively.

From the above definition that the authority is a key point in the government's leadership. The authority what its mean is inherent in the implementation of government functions. In this context, Ermaya (2013: 96) says that basically the government leaders and its problems, is strongly associated with common tasks of government that include: Licensing, regulating, facilitating, and administrating, and human resources as well as the ability of the region and the function of authority. The budget policy for the governance routine financing and for financing the construction of all regulated by the central government. Similarly, the sources of acquisition of funds determined on the authority of the central government. The sources of revenues for the government despite coming from the region, but so far still controlled by the central government. While the local government has been obtaining the resource section of the revenues allocated by the central government relatively very small and still less meaningful.

The government leaders authority is the authority gained from the implementation of the legislation. In this perspective, Sadu (2013: 55) says that in the world of government, everything that is done should be based on the authority. Validity of authorization is based on legislation, ranging from the highest form of constitution to the bottom in the form of lower level administrative official decisions based on the mandate of the legislation of a higher and / or delegation of authority of the official who has the authority. In certain cases, government leaders can make discretionary if needed to prevent a
vacancy in governance. Discretion made should be documented in writing in order to be accountable. When in a pinch, discretionary done orally, in the shortest possible time to be followed by a written discretion.

Government leadership is a creative and a directive process, because the main task of a leader is to take decisions and make innovations. government organizations Leaders without innovation is simply a manager, not a leader.

Thus the government leadership are not included in the definition as managers just like in enterprise organizations. How the ability of government leaders, Ermaya (2013: 5) said that the government leadership or the leader governance, is the ability of a person as a leader beside the ability of government also have the ability to take a decision quickly, accurately, and measurable, and lead the good governance that is managing resources become high quality resource based on governance ethics. In order to realize good governance should be based on moral, ethical and Indonesian national paradigm, namely the Proclamation of Indonesia Independence, Pancasila, the 1945 Constitution, the Republic of Indonesia, national unity, Archipelago, and National Security.

According Ermaya (2013: 4), the role of ethics and principles of the government science as well as the spiritual is very important for the government leadership, because the leadership and spiritual influence on human life and the nature everyday since the industrial revolution, but people are also still require "honest scientist" and "independent science" absolutely necessary in a democracy. According Sadu (2013: 56), in addition to having common characteristics such as other organizations, governmental organizations have special characteristics include the dominance of political considerations as well as hierarchical relationship is very strong. In government organizations, leadership is not only running a single type of leadership, but the two types of leadership, as described briefly in the introduction. Both types of leadership, namely: (a) Organizational Leadership; and (b) Social Leadership.

Organizational leadership emerged as leader of a government entity to lead an organization, both in the form of ministries, institutions, bodies, offices and so forth. Followers are obedient subordinates for their binding norms of a formal organization such as organizational culture, organizational ethics, rules of discipline and so forth. In carrying out his leadership, the government organizations leaders as a formal organization used various managerial facilities such authority, budget, personnel and logistics. The theory is used to analyze the symptoms and event of organizational leadership comes from the science of management and public administration, combined with the theory of power and authority that comes from political science. (Sadu, 2013: 56)

Social leadership arises because one government organization leaders not only lead the formal organization but also chair the general public who are not in a position as a subordinate. Participator plays as a support attached to the charisma of a person on social leadership, capacities and personal qualities of the leader who is able to move his Participator. Rising or falling support from the supporters will move very quickly, depending on the consistency of the leader behavior in question. Both types of government leadership, the organizational leadership and social leadership can be compared. (Sadu, 2013: 57)

According Sadu (2013: 58), seen from the scope of the duties, powers, and responsibilities, the government leadership can be grouped into three categories, namely: 1) Basic leadership or synergetic leadership (Synergetic leadership); 2) The intermediate level leadership or characteristics leadership (Characteristic leadership); and 3) the main leadership or Visionary leadership (Visionary leadership).

Basic leadership or synergetic leadership primarily run on lower-level government organizations and by those who are learning to understand and execute leadership. The leader at this stage was to build synergies between superiors and subordinates, between the leader and the follower. The ability to synergize the similarities and differences in the views and interests of individuals or groups who are in effect not an easy job. There needs to be training and the opportunity to practice a variety of theories about leadership gained through education and training as well when given the opportunity to occupy an official position. If already started proficient synergize the power of the person or group who influenced the most minor level (section chief, head of the unit, and the like), which would need to be moved (mutation or rotation) on other positions or other location. Through this manner the ability to synergize the potential of the other party becomes stronger. (Sadu, 2013: 59)

synergetic leadership primarily run by government officials at the level of village heads, subdistrict heads, heads of units that serve the public directly. It is in the early process of leadership development for people working in the government sector, and prepared to lead the unit or a larger entity. (Sadu, 2013: 59)

Characteristics leadership is government leadership at the intermediate level. After the leadership qualified to lead a synergy, a leader must begin to show leadership distinctive character, so it can be easily distinguished from the other leadership models. Leadership character should have been carried out by the heads of administrative units such as district heads, or SKPD leadership echelon of leadership character III, main characteristic is the ability to make decisions with certain characteristics. (Sadu, 2013: 59)

Based on the characteristics of government leaders, then according to Rath, Tom and Barry Conchie (in Sadu, 2013: 60), the government's leadership characterized will be determined by three things: 1) The most effective leaders are always investing in strengths; 2) The most effective leaders surround themselves with
the right people and then maximize their team; dan 3) The most effective leaders understand their follower's needs.

From the description above Rath and Conchie can get an understanding that to be the characterized government leader always keeping physical and psychological strength. Beside it, which is concerned needs to be supported by the right people, which can be utilized to achieve the goals set earlier. Equally important, leaders who has character understand earnestly what followers needs. (Sadu, 2013: 60)

Visionary leadership is the government leadership on the main level. Leaders who run the visionary leadership should be a synergetic and characteristics leadership which mean already has the ability to synergize the various forces, both for and were refused, and has a character that became his trademark. The elected government leaders should run the visionary leadership, because previously he already offer programs during the campaign that contains the vision and mission that will be executed if elected. (Sadu, 2013: 60)

Strategic Planning Policy Implementation Effect Analysis through the Democratic Leadership Style on the Human Resources Quality: The results showed a The Influence of Strategic Planning Policy Implementation and Democratic Leadership Style Toward The Quality Of Human Resources in Badan Kesatuan Bangsa dan Politik of DKI Jakarta Province at 0.802. Hypothesis testing results indicate that The Influence of Strategic Planning Policy Implementation and Democratic Leadership Style Toward The Quality Of Human Resources in Badan Kesatuan Bangsa dan Politik of DKI Jakarta Province is positive and significant. While the results of the measurement of direct effect, indirect effect, and total effect states that directly The Influence of Strategic Planning Policy Implementation and Democratic Leadership Style Toward The Quality Of Human Resources in Badan Kesatuan Bangsa dan Politik of DKI Jakarta Province by 10.6 percent, the indirect effect of 16.3 per cent and total effect of 26.9 percent. The results of this study can be accepted with the following arguments:

There are three dominant factors in organizations, organizational culture, leadership, and mentality of the organization members. Among the three dominant factors, the leadership of the organization is the most dominant factor in the process of the organization structure, functions and activities implementation, because leadership is the organization activities regulator, propulsion, steering and controlling factor, including the organization's activities in improving the human resources quality. Therefore, a functional democratic leadership style factors become more dominant than the factor of human resources management strategic planning policy implementation.

RESEARCH FINDINGS

Confirmation Factor Analysis Results showed two most dominant dimensions in the establishing process of the independent variables influence on the dependent variable. Two-dimensional question is Idealised Policy Dimension on independent variables construction of Strategic Planning Policy Implementation by 0.73, and Model the Way Dimension to the independent variables construction of Democratic Leadership Style at 077. Based on the findings illustrated above can be prepared a new concept as follows:

NEW CONCEPT 1

Theoretical grounding and Research Result: Smith Public Policy Implementation Model includes four variables that need to be considered, namely idealized policy, the target groups, implementing organization and environmental factors. With this theoretical grounding that prepared the conceptual definition that policy implementation is the national unity and politics strategic planing policy implementation directed at the management of human resources is revealed idealized policy, the target groups, implementing organization, and
environmental factors. With this concept, research result show that among the Strategic Planning Policy Implementation with HR Quality established a mechanism of causality. Discussion of the results showed that the idealized Policy Dimension (Policy idealized) is a dimension study of the most dominant contribution in the process of establishing the effect of the strategic planning policy implementation to the human resources quality. It includes three research dimensions, namely coverage of Interest, Activity, and the pattern of the approaches. With the results of the research results discussion so it can be developed a new concept (new theory) as follows:

1. Definition: Human Resource Management
   Ideal Policy is a human resource management strategic planning pattern in public organizations that include the dimension of interest, activities and approach pattern aimed at improving the human resources quality in order to reliably for achieving the goals and objectives of the organization through optimization of individual performance, the team / group performance and organizational performance are integrated and coordinated.

2. Description: Human resources management ideal policy should be organized into a pattern of human resource development strategic planning consists of planning the strategic objectives, planning strategic activities, and planning a strategic approach patterns. Objectives, activities and patterns of approach in question is fully geared to improving the quality of human resources that can be relied upon to achieve the goals and objectives of the organization through the optimization of individual performance, the team / group performance and organizational performance are integrated and coordinated. The objectives of human resource management strategic may include: (1) Strengthening dedicated motives, serving motives, and achievement motive; (2) The professionalization of work view, work attitude and work behavior, (3) Stabilization, discipline, and hospitality exemplary; (4) Increased knowledge of administrative work, technical knowledge work, and knowledge of the work environment; and (5) Development of administrative skills, technical skills, and social skills. The activities of the human resources management strategic in question are the following(1) The activity of strengthening the dedicated motive, serve motive, and achievement motive implemented with the support resources that the maximum so that each member organization has a high motivation to work according to the type, nature and function of the organization. (2) The professionalization of work view, work attitude and work behavior carried out with maximum support resource that every member of the organization has a strong professionalism and able to work professionally and productively in accordance with each duties and responsibilities. (3) The consolidation, discipline, and hospitality pattern implemented with maximum support resource so that every member of the organization be able to actualize the optimal self capacity and integrity. (4) Activities to increase knowledge of administrative work, technical knowledge work, and knowledge of environmental work is carried out with the support of maximum resources so that every member of the organization has the concept of knowledge relevant to the job and work environment. (5) The development activities of administrative skills, technical skills, and social skills executed with maximum support resource so that every member of the organization can work in a productive, effective, efficient and accountable in accordance with their respective fields of work. To optimize the effectiveness of the human resources management implementation activities, it is necessary to develop a comprehensive managerial and operational patterns approaches, integrated and use all the resources, means and media that guarantee optimal achievement on each human resource management activity. Thus the human resource management ideal policy can be developed as an option strategy to increase the capacity of the organization. human resource management ideal policy Implementation can positively correlated (unidirectional) by improving the quality of human resources which includes 15 indicators of human resources in the organization, namely: (1) Dedicated Motif, (2) serve Motif, (3) achievement Motif, (4) work views, (5) work attitude, (6) work behaviour, (7) Modeling, (8) discipline, (9) hospitality, (10) Knowledge of administrative work, (11) The knowledge of the technical work, (12) Knowledge of work environment, (13) administrative skills, (14) technical skills, and (15) social skills.

3. Proposition: human resource management ideal policy which includes objectives, activities and strategic approach pattern is a factor that determines the success of improving human resources quality.

NEW CONCEPT 2
The Theoretical Grounding and Research Result: Theory of Five Practices of Exemplary Leadership from Kouzes and Posner (2007; 4) which said: "As we looked deeper into the dynamic process of leadership, through case analyses and survey questionnaires, we uncovered five practices common to personal – best leadership experiences. When getting extraordinary things done in organizations, leaders engage in these Five Practices of Exemplary Leadership: (1) Model the Way; (2) Inspire a Shared Vision; (3) Challenge the Process; (4) Enable Others to Act; and (5) Encourage the Heart. Dengan landasan teoritik ini disusun definisi konseptual bahwa Gaya Kepemimpinan Demokrats adalah salah pola pendekatan, pengaturan, pengarah dan pengendalian yang dilakukan oleh pimpinan Bakesbangpol Provinsi DKI Jakarta terhadap
pemeliharaan sumber daya manusia yang terungkap dari Challenge the Process, Inspire a Shared Vision, Enable Other to Act, Model the Way, dan Encourage the Heart. With this theoretical grounding is structured conceptual definition that democratic leadership style is an approach pattern, organizing, directing and controlling performed by the DKI Jakarta National Unity and Politics leadership on human resource management that was revealed from Challenge the Process, Inspire a Shared Vision, enable Other to Act, Model the Way, and Encourage the Heart. With this concept, research result show that among the Democratic Leadership Style with HR Quality established a mechanism of causality. The results of the research result discussion showed that Model the Way Dimension (determining directions) are included in the conceptual definition of Democratic Leadership Style variables is the most dominant assessment dimensions contribution in the process of establishing the influence of the democratic leadership style to the quality of human resources. They include three dimensional coverage policies for the research, namely, Directions activities and Directions achievement.

With the results of the research result discussion so it can be developed a new concept (new theory) with the definition, description and the following proposition:

1. Definition: Direction Determination Leadership Style is How are models of leadership at the level of leadership that includes the direction determining dimensions and way of policy, the direction determining dimensions and way of activities and dimensional directions and how achievement that took place in the human resources management in order to achieve reliable organizational goals through a series of efforts to optimize individual performance, the team / group performance and organizational performance are integrated and coordinated.

2. Description: Direction Determination Leadership Style and Method is a model of leadership at the level of leadership that goes to highlight the determination of the direction and way of policy; determining the direction and way of activities; and the direction and way of achievement as a pattern of managerial approach in managing human resources in order to reliably achieve organizational goals through a series of efforts to optimize individual performance, the team / group performance and organizational performance are integrated and coordinated. In this context the concept covered three directives (direction) and methodology (methodology), namely: (1) Determination of directions and how policy is conceptualized as a formulation and policy implementation improving the human resources quality is translated into various programs; (2) Determination of directions and how the activities are conceptualized as a standard formulation of the goals and objectives of each activity as well as the selection of appropriate procedures for implementation of each activity; and (3) Determination of directions and how achievement conceptualized as a selection of technical strategies and the achievement of goals and objectives for each activity. Determining the direction and way of policy made to ensure: (1) Strengthening dedication motives, serving motives, and achievement motive; (2) The professionalism of work view, work attitude and work behavior, (3) Stabilization exemplary, discipline, and hospitality; (4) Increased knowledge of administrative work, technical work knowledge, and knowledge of the work environment; and (5) Development of administrative skills, technical skills, and social skills. Determining the direction and the way of activities are conducted to ensure implemented effectively: (1) The activity of strengthening the motive to dedicate, serving motive, and the achievement motive were implemented with the support resources that the maximum so that each member of organization has a high motivation to work according to the type, nature and job function. (2) The professionalism of work view, work attitudes, and work behaviors undertaken with the support of the maximum resources so that each member organization has a strong professionalism and able to work professionally and productively in accordance with each duties and responsibilities. (3) The consolidation, discipline, and hospitality activities were implemented with the support of maximum human resources so that each organization member can actualize the optimal capacity and integrity. (4) Activities to increase knowledge of administrative work, technical work, and environmental work carried out by maximum human resources support so that each organization member has the concept of knowledge relevant to the job and work environment. (5) The development activities of administrative skills, technical skills, and social skills are carried out with the support of maximum resources so that every member of the organization can work in a productive, effective, efficient and accountable in accordance with their respective fields of work. Implementation of all these activities can positively correlated (unidirectional) by improving the human resources quality which includes 15 indicators of human resources in the organization, namely: (1) Dedicated Motif, (2) serve Motive, (3) achievement motive, (4) work view, (5) work attitude, (6) work behaviour, (7) Modeling, (8) discipline, (9) hospitality, (10) Knowledge of administrative work, (11) knowledge of the technical work, (12) Knowledge of the environment, work, (13) administrative skills, (14) technical skills, and (15) social skills.

3. Proposition: Leadership styles and ways of determining the direction that includes directions and the ways of policy, direction and way of activities, directions and the
achievement are factors that determine success in improving the quality of human resources. 

CONCLUSION

In order to answer the research questions are arranged into problem formulation, and based on the analysis of the research results can be put forward the following conclusions:

First, there is the influence of Strategic Planning Policy Implementation on the Quality of Human Resources in DKI Jakarta Province national unity and politics at 0.326. There is this significant effect that indicates among the Strategic Planning policy Implementation with Human Resources Quality established a causal relationship (causality). Based on the findings included in the discussion of Strategic Planning Policy Implementation influence on the Human Resources Quality prepared. The new concept as follows:

Human Resource Management Ideal policy is a pattern of human resources development strategic planning in public organizations that include the dimension of interest, activities and approaches pattern aimed at improving the human resources quality that can be relied on to achieve the goals and objectives of the organization through the optimization of the performance of individuals, team / group and organizational that are integrated and coordinated.

Second, there is the influence of the Democratic Leadership Style on the Human Resources Quality in DKI Jakarta National unity and politics at 0.627. There is this significant effect that indicates among the Democratic Leadership Style with Human Resources Quality established a causal relationship. Based on the findings included in the discussion of the Democratic Leadership Style influence on the Human Resources Quality prepared. The new concept as follows:

Democratic Leadership Styles Determination Directions and style is How are models of leadership at the level of leadership that includes direction determining dimensions and way of policy, the direction determining dimensions and way of activities and dimensional directions and how achievement that took place in human resources the management that can be relied on to achieve the organization objectives through a series of efforts to optimize the performance of individual, team / group and organizational that are integrated and coordinated.

Third, there is the influence of Strategic Planning Policy Implementation through Democratic Leadership Style on the Human Resources Quality in DKI Jakarta National unity and politics at 0.802. The existence of significant influence is a sign that through the Democratic Leadership Style Strategic Planning Policy Implementation variables remain in effect on the Human Resources Quality.

Fourth, there is the influence of the Democratic leadership style through the Strategic Planning policy Implementation to the Human Resources Quality in DKI Jakarta National unity and politics at 0.802. The existence of significant influence is a sign that through the Strategic Planning Policy Implementation variables Democratic Leadership Style remain in effect on the Human Resources Quality.

Fifth, a new concept that can be used as a contribution to the development of science, especially the development of Government increasingly functional to criticize the government administration are as follows:

Human Resource Management Ideal policy is a pattern of human resources management strategic planning in public organizations that include the dimension of interest, activities and approaches pattern aimed at improving the human resources quality that can be relied on to achieve the goals and objectives of the organization through the optimization of the individuals, team / group and organizational performance are integrated and coordinated.

Democratic Leadership Styles Determination Directions and way is How are leadership models at the level of leadership that includes dimensions determining the direction and way of policy, the direction determining dimensions and way of activities and dimensional directions and how achievement that took place in the human resources management that can be relied on to achieve the objectives of the organization through a series of efforts to optimize individual the team / group and organizational performance that are integrated and coordinated.

BIBLIOGRAPHY

Books:
17. Pemekaran, Bandung : CV Indra Prahasta.
27. Penerbit Ramadon
38. Erlangga
45. Republik Indonesia Jilid I, Jakarta : PT. Toko Gunung Agung.
46. ______. Jilid II.
47. Lojeski, Karen Sobel., 2010, Leading The Virtual Workforce, How Great Leaders
69. alih bahasa Jusuf Udaya, Jakarta : Arcan.
75. Santoso Singgih. 2000, SPSS Mengolah Data Statistik Secara Profesional, Jakarta: PT. Elex Media Komputindo.
80. Sendjaja, S. Djurarsa, 2005, Teori Komunikasi, Jakarta : UT.
84. ___, 1985, Proses Pengelolaan Pembangunan, Gunung Agung : Jakarta.
85. _____, 1995, Manajemen Sumber Daya Manusia, Jakarta : Bumi Aksara.
96. Wasistiono, Sadu, 2013, Kepemimpinan Pemerintahan, Jakarta : IPDN.