

ABSTRAK

Abdul Gafur, 2023. *Collaborative Leadership* dalam Pengelolaan Sampah di Kabupaten Bone, dibimbing oleh Fatmawati dan Hafiz Elfiansyah Parawu.

Sampah merupakan permasalahan global yang hampir terjadi disemua wilayah, termasuk Kabupaten Bone, masalah infrastruktur persampahan, keterbatasan sumber daya dan kesadaran akan pentingnya pengelolaan sampah yang terintegrasi dan berkelanjutan. Penelitian ini bertujuan; Pertama, melihat penerapan peran *collaborative leadership* dari Ansell & Gash meliputi peran pelayan, peran mediator, peran katalisator. Kedua, melihat karakteristik *collaborative leadership* dari Edwards & Smith meliputi pengutamaan fungsi dibanding posisi, partisipasi dan pembagian kewenangan, kerjasama untuk visi bersama serta saling percaya antar *stakeholder*. Ketiga, melihat hambatan *collaborative leadership* dari Wilson yaitu faktor organisasi dan faktor individu. Penelitian ini dilaksanakan di Kabupaten Bone menggunakan metode deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara, observasi dan dokumentasi dengan aktor *stakeholder* terkait.

Hasil penelitian menunjukkan bahwa penerapan peran *collaborative leadership* sudah ada yang dijalankan, hanya saja perlu penguatan infrastruktur persampahan yang terintegrasi dan berkelanjutan, penguatan peran katalis untuk mengubah paradigma sampah dari tidak bermanfaat menjadi kekuatan ekonomi melalui penyuluhan. Karakteristik *collaborative leadership* masih kurang maksimal, terkhusus pada aspek kerjasama untuk visi bersama ditemukan belum berjalan dalam bentuk tindakan, sementara aspek pemaksimalan fungsi, pembagian kewenangan dan saling percaya sudah berjalan. Hambatan *collaborative leadership* masih cukup terasa, faktor organisasi seperti waktu yang lama, birokrasi yang kaku, serta adanya hirarki organisasi menjadi hambatan, sementara faktor individu aspek nilai dan perilaku yang tidak sadar sampah masih menjadi hambatan, aspek keyakinan dinilai tidak menjadi hambatan.

Kata Kunci: *Collaborative Leadership*, Pengelolaan Sampah

ABSTRACT

Abdul Gafur, 2023. *Collaborative leadership* in Waste Management in Bone Regency, supervised by Fatmawati and Hafiz Elfiansyah Parawu.

Waste is a global problem that occurs in almost all regions, including Bone Regency. The issues include waste management infrastructure, limited resources, and awareness of the importance of integrated and sustainable waste management. This research aims to: First, examine the application of *collaborative leadership* roles from Ansell & Gash, including the stewards, mediators and catalysts. Second, explore the characteristics of *collaborative leadership* from Edwards & Smith, including prioritizing function over position, participation and delegation of authority, cooperation for a shared vision, and trust among stakeholders. Third, identify the barriers to *collaborative leadership* from Wilson, including organizational factors and individual factors. This research is conducted in Bone Regency using a qualitative descriptive method with data collection techniques through interviews, observations, and documentation involving relevant stakeholders.

The results show that the application of *collaborative leadership* roles is going well, but there is a need to strengthen integrated and sustainable waste management infrastructure and enhance the catalyst role to transform the perception of waste from being useless to an economic value. The characteristics of *collaborative leadership* still need improvement, particularly in terms of cooperation for a shared vision, which has not been translated into action. However, the aspects of maximizing function, delegation of authority, and trust are working well. Barriers to *collaborative leadership* are still evident, including organizational factors such as lengthy processes, rigid bureaucracy, and hierarchical structures. Individual factors, such as values and unconscious behavior regarding waste, also pose challenges, while belief is not considered a barrier.

Keywords: Collaborative Leadership, Waste Management.