

# Effect of Leadership Village Head on Empowerment of Village Potential based on Environmental Management

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**Abstract:-** The purpose of this study (1) is to analyze the style of leadership of village heads based on the environment, and (2) to analyze the management of village-based potential environments. The method used is a survey method, with a type of quantitative research, by presenting descriptive data, which is obtained through observation and questionnaires; instruments for the deployment of 150 people, distributed questionnaires to 30 respondent which has been tested, and for the results of the data analysis research through the distribution of questionnaires to sample aiming at research as many as 45 people, which can be random. The distribution of the questionnaire instruments used were questionnaires with a Likert scale which had 5 alternative answers. Test the validity of the instrument calculated using the product moment formula, tested the reliability of the instrument using the Alpha Cronbach formula, which was previously data reduced and analyzed and compiled through the results SPSS calculations results showed as follows: (1) leadership style village head based on the environment in the village of Alo, District Bone Kingdom, Gorontalo Regency Gorontalo province, both categories, with a value of 0.306 (2) management of environment-based village potential in Alo Village, Bone Raya District, Gorontalo Regency, Gorontalo Province, high category, with a value of 0.327

**Keywords:-** Leadership Style, Empowerment of Village Potential. Environmental Management.

## I. INTRODUCTION

Villages have the potential to be optimized to improve welfare in efforts to alleviate poverty through environmental management, natural resources and community resources. Empowerment of village potential can be managed by the village head, through the implementation of the Village Government, which is governed by Law Number 32 of 2004, concerning; (1) diversity, (2) participation, (3) original autonomy, (4) democratization, (5) community empowerment. Because the village government is a subsystem of government administration, so that the village has the authority to regulate and manage the interests of its people. Optimization of village empowerment can be pursued by leaders through participation built by the village head Alo referred to in this study, in motivating subordinates and community members. The village head through leadership style can carry out environmental

management activities, though; The potential of natural resources can be a source of strength in the resilience of the economy of the community. Human resources can be woven through teamwork, to build collaboration between village heads, village officials and village communities.

The Village Community Development Programs in the 2016 and 2017 periods are based on community empowerment through the participation and diversity of the village of Alo, in increasing the utilization of the local wisdom of the Alo village community, as follows: 1) Activating Institutions, 2) Increasing community participation in development with activities; a) Cleanliness of the yard's environment through community service, b) Village Musrenbang, c) Physical Development, 3) Increasing productive economy, with activities : Training and socialization of Business Groups (KUBE and UMKM) to Establish Management of BUMDES structures. 4) Guidance in the health sector ; a) routine posyandu activities carried out every 2 months. b) optimize puskesmas services. 5) Guidance in the religious field ; recitation group and sorrow fund 6) Guidance in the field of education; increasing school facilities, issuing certificates of inability for the community to be used in schools. (Data source: Alo village officials / Head of Alo Village; Interview; August 15, 2017).

The village administration of Alo village, Bone Raya sub-district, Gorontalo district in empowering village potential can not be separated from the motivation to participate in fostering relations between superiors and subordinates, or among fellow subordinates and village communities, to improve relationships that are loyal and mutually helpful in togetherness and family. The Village Head as a good leader can foster and develop the potential of his community, through strengthening soft skills and life skills, in strengthening human resources, and for the development of his village in conservation in the field of home garden land and community agricultural land. The Alo village community is located on a sloping, fertile and loose land, for a part of the community living from agricultural products, so that the community has low economic income and has the characteristics of a superior community in agriculture, but has village potential that can improve community welfare.

The environment of the village of Bumela can be optimized by the village head through strengthening the soft skill assistance of the farming community, in motivating

farmers from crop failure and being able to use the land and process their land products skillfully and creatively and instill a caring attitude towards the environment, to improve people's standard of living and welfare. Based on explanation above, factors that encourage the research is the desire of researchers focused on environmental management activities being undertaken in the villages also empowerment of human resources and research potential of village-based management environment, through the village community also mostly farmers, in analyzing "How Leadership Style Influence of Village Heads Toward Empowerment Village Potential-Based Environmental Management".

## II. THEORETICAL REVIEW

### A. Leadership Style

An institution, organization and institution in government can be well-behaved by a person who is considered as a person who can direct others in carrying out various activities, such as the leader, while in the way, and the action is called Leadership. Leadership according to Sudarman Danim (2004; 55) is "every action taken by individuals or groups to coordinate and give direction to individuals or other groups incorporated in a particular container to achieve previously set goals". On its effectiveness, there is a treatment caused by the results of individual leadership, so that is the leadership style. Effective leaders must be able to apply a leadership style right in the company and start away from business dominating inside make a decision. Such leadership is called participatory leadership, for village development, participatory leadership style that is often used by a leader especially by the village head / village in directing subordinates and the community to actively work in the form of community self-help for village development in improving people's living standards and improving the community's economy his village.

Execution of duties by the leadership of the village head entirely within their discretion but the execution is always asking for and using suggestions from subordinates and their forest, Sehinganya all decision making is still dominant to the village head, whatever was decided by the head of the village can be the foundation and the handle's Mangasi masyarakatnya (Thoha, 2007: 43). To find out how important participatory leadership is carried out, and how closely the village leadership participatory leadership style can develop the village.

Participatory leadership is when leadership is carried out in a persuasive manner, creates harmonious cooperation, fosters loyalty, and participates in subordinates. Leaders motivate subordinates to feel they have a company. The leader philosophy is "the leader (he) is subordinate" Subordinates must participate in giving suggestions, ideas, and considerations in the decision-making process in the decision-making process. The decision is still made by the leader by considering the suggestions and ideas given by his subordinates. The leader adheres to an open management system, thus the village head uses an open management system in which all village activities and activities are fully

implemented together in togetherness. Based on this explanation, the leadership style of the village head is based on shared goals through community participation the village towards the development of the village was influenced by several things including: village head leadership, community education, community welfare and social culture of the local community.

According to Mitch Mc Crimmon et al (2000) it was stated that being a participatory leader means involving team members in making decisions. This is especially important when creative thinking is needed to solve complex problems or make decisions that will affect team members, in the activity of running an organization, leaders who apply this style tend to be subordinate oriented by trying to move subordinates more than watching them closely. They encourage members to carry out tasks by giving subordinates the opportunity to participate in decision making, creating an atmosphere of friendship and mutual trust and respect with group members. Subordinate perceptions of participatory leadership style is the way a subordinate gives meaning or evaluates the way leaders work together with subordinates in consultation and by including subordinates in decision making.

In order for the innovation process in the village to work properly, the village head needs to and must act as a *leader* and not act as the boss. There is a difference between the two. Therefore, village head leadership should avoid creating a pattern of relations with subordinates who rely solely on power, and on the contrary need to prioritize functional cooperation. The village head must also avoid *one man show*, on the contrary must emphasize cooperation between friends, avoid the creation of a frightening work atmosphere, and vice versa need to create conditions that make all subordinates confident and embrace subordinates, the community and all stakeholders in implementing activities and development of the village towards a better direction.

The conclusion of leadership is: a person's ability to move subordinates so that they are willing to work voluntarily to achieve goals. Participatory leadership style is a leader who includes subordinates in decision making (Yukl, 1998: 102). Indicators in participatory leadership styles: (1) consultation, (2) joint decision making, (3) sharing power, (4) decentralization and democratic management. Then in the implementation of participation, there are several contributions that can be given by the community as a contribution in order to achieve the goal. The type of participation according to Hamijoyo (2007: 21): (1). Mind participation, given in various activities for village improvement or development; (2). Workforce participation, which is given in various activities for village improvement or development; (3). Property participation, which is given for development; (4). Skill participation, which is to provide encouragement through the skills it has to other community members who need it. It means that the person can carry out activities that can improve his social welfare; (5). Participation in communication and social sensitivity, which is given by people as a sign of unity, for example

cooperatives and others. Based on the description above, there are very many forms of community participation that can be given to the village, so the role and function of the Alo Village Head is very much needed in stimulating the community to participate in the progress of their village.

The indicators of the village head's leadership style are:

- Collaboration ( *teamwork* )
- Subordinate Active Participation
- Growing Loyalty
- Building Communication

#### *B. Environmental-Based Alo Village Potential Management*

The Village Head can mobilize his village community through community involvement in the form of the participation of all the potential of his village for the implementation of development to be more developed and easy in the administrative management system, and especially in the rapidly increasing income of the community. The active participation in the management of village-based potential environment that can be carried out in the community through active participation in all aspects of development, planning, implementation, evaluation and enjoy the results. Regional revenue for community prosperity, which is demonstrated through the improvement of the physical and psychological development of the community and the improvement of the environment. This is in line with the opinion, according to Barlia (2006) the environment can be functioned for sustainability can be carried out through formal levels (education based on its level starting from the basic to the level of higher education), then according to the results of research; Handayani et al (2015: 104), the environment can be utilized , through sustainability that can be integrated within the family, school and community, but more rapidly growing on the school environment, because the environment floating through formal environment that schools can more freely through habituation in the family through an executor of policies and rules in implementing the results of the learning process in the surrounding environment including in the community.

According to Pratikno (2002: 119), states that development is a process of change, improvement or renewal towards the better that is done by a nation or state. While the purpose of development according to Michael P. Todaro (2003: 36), must be based on three components, namely: (1). Sufficiency means the ability to meet basic needs. Can be interpreted not only concerning food but represents all things which are physical basic needs physically, including food, clothing, shelter, health, and security. If one of these basic needs is not fulfilled, then the condition of *absolute* retardation arises . The basic function of all economic activities is essentially to provide as much stock as possible to avoid any gaps and powerlessness due to lack of one of the basic needs. 2. Identity, becoming a complete human being. To achieve a better life is an encouragement from yourself to move forward, to avoid yourself to feel worthy and worthy of doing / pursuing something you want everything summed up in identity. Search for identity is not a trivial thing, once the identity is

lost then everything is gone. The spread of modern values originating from developed countries has resulted in the erosion of the identity of developing country people. 3. Freedom of attitudes hamper freedom and liberty is defined as standing is not enslaved by teaching material aspects. Freedom means being able to think clearly, regardless of dogmatic teaching and having the ability to have available behavior. The loss of freedom and economic growth does not mean adding wealth but increasing choices. The concept of human freedom also encompasses all components contained in political concepts including personal security, legal certainty, freedom of expression, political participation and equality of opportunity.

Management of potential resources should be based on a community environment not only limited to community involvement but must accommodate the views of the community, the potential of the village and the income of the local community. Based on many problems that must be addressed for the sake of achieving community development, community participation in the process management of environmental potential is urgently needed, because one of the proofs of the achievement of prosperity and welfare of the people is seen in increasing the development and improvement of the surrounding environment. This will be successful when public participation is seen in improving environmental management, both governance, development, human resources, natural resources, to achieve this in need of very high citizen participation, a level of concern that big, this is the main capital in the success of the goal full development in the process of change, improvement and renewal. As for environment-based alo village potential management can be reviewed from; (1) Development Management; a) physical and b) psychic, namely community development through increasing community welfare, community participation , which aims to increase the potential of the community to be able improve the quality of life better for all citizens, through self-help activities. Building Movement to educate, so that the community able to help himself, not always rely on village assistance which makes dependency. (2) Resource Access: a) Management of natural resources (crops, agriculture, water, forests, etc.) in essence is for the people, is a very basic right, because these resources are the source of people's livelihoods to make ends meet. b) Management of human resources; Cognitive, effective, skills and skills.

### III. METHOD

The method used is a quantitative research method with a type of descriptive research, through observation and questionnaires; the distribution of instruments used is questionnaire with a Likert scale which has 5 alternative answers. Test the validity of the instrument calculated using the product moment formula, tested the reliability of the instrument using the Cronbach Alpha formula. Data analysis with descriptive analysis with percentages and simple regression analysis. This study, the authors collected data by distributing questionnaires, distributing questionnaire instruments. The research sample was 45

people, randomly, the data was reduced and analyzed and compiled through the results of calculations SPSS.

The research objective was to find out: a) To analyze the head-based participative leadership style in the environment in fostering community participation in the development of the Allo Village, bone raya sub-district, bone bolango district. b) Analyzing the management of environment-based Alo Village Potential, good and significant influence in fostering community participation in the development of Allo Village, bone raya sub-district, bone bolango district.

This research was conducted in Alo Village, Bone Bolango District, Gorontalo Regency, Gorontalo Province. When the research was conducted for two months, starting from the determination of the problem of research/ implementation of the research program proposal seminar. Data collection was conducted in 8 months (March-October), the semester of the 2017 school year.

The method used in this research is survey method with the model path analysis to see the analysis of causal relationships between variables in the review consists of exogenous variables yes the leadership style participate if village head based on the environment (X) and Management Village Potential Alo-Based Environment (Y).

The target population in this study were all of the Alo village people scattered in three hamlets (Tindahiya, Buntula and Tilayo) of 152 people. Samples taken from the population using *random sampling*, as many as 45 people.

Data collection in this study uses questionnaire distribution techniques, in the form of questionnaires. Before the instrument is used first tested, the purpose of

which is to find out the validity and reliability of the research instruments tested in 30 people from the village of Alo, in the district of Bone Raya, Gorontalo District. The analysis used for research data includes: descriptive analysis, analysis of requirements testing and inferential analysis. Descriptive analysis to describe and communicate raw data in the form of a distribution table and visualization in the form of a histogram graph. From the results of processing raw data, the values of each mean, median, mode, standard deviation and theoretical value of each variable are calculated to obtain a measure of concentration, spread and prediction of data normality. (Sugiyono: 2011).

Before testing the hypothesis, the requirements test is first done, namely the estimated error normality test for the regression equation and regression linearity. Data normality test uses Lilliefors, while linearity regression uses linear regression. Inferential analysis to test hypotheses, using path analysis. The use of inferential analysis to obtain the calculation and hypothesis testing technique of path analysis. Testing is done using computer assistance through the *Statistical Product and Service Solutions* (SPSS) program.

Statistical Tests tested:

$$H_0 : \beta_{Y1} \leq 0$$

$$H_1 : \beta_{Y1} > 0$$

#### IV. RESULTS

##### A. Description of Research Result Data

The data collected in this study and has been tested on 30 respondents and for the study in a sample of 45 respondents. The description of the research data in each field is presented as follows:

Variable	Leadership Style	Village Potential Management
Stat. Descriptive		
Mean	100.00	20.87
Median	100.00	20.00
Std. Deviation	9.936	6.335
Range	43	23
Maximum	118	33
Minimum	75	10

Table 1:- Descriptive Statistics of Research Data

##### B. Testing Analysis Requirements

The requirements need to be met in that the data have in normal and Influence sribusi between linear variable and ad a ptif. So that the testing requirements for analysis are in the form of: Linearity Regression Test and Estimated Error Test Normality Test.

##### ➤ Regression Linearity Test

The linearity test is intended to see whether the Y relationship with X that is intended by a simple regression equation  $\hat{Y} = a + bX = 1, 2, 3$ , is linear or non linear. The testing criteria for the significance of the regression equation are if  $F_{count} > F_{table}$  at the significance level  $\alpha = 0.05$  then the regression equation is significant. The criteria for testing a linear regression model if  $F_{count} < F_{(1-\alpha)(k-2, n-k)}$  with a significance level  $(1-\alpha) = 0.05$ , and the numerator = k-2 and the denominator = nk, then stated that the regression equation is linear.

No.	Regression Equations	F Calculate	F Table	Conclusion
1	$Y = 72.96 + 1.30 X$	0.50	$F_{(0.05)(21,22)} = 2.07$	Linear
2	$Y = 25.01 + 0.60 X$	0.62	$F_{(0.05)(27,16)} = 2.20$	Linear

Table 2:- Summary of Linearity Regression Testing

➤ *Normality Test Estimated Error*

Testing the normality of research data aims to test whether the research data is normally distributed or not. The statistical test used in the Liliefors test, using the Liliefors test, then the data is declared normal if  $L_{count} < L_{table}$ , and the data is declared abnormal if  $L_{count} > L_{table}$ .

No.	Regression equation	$L_{count}$	$L_{table}$	Conclusion
1	$Y = 72.96 + 1.30 X$	0.241	0.132	Normal
2	$Y = 25.01 + 0.60$	0.1078	0.132i	Normal

Table 3:- Summary of Estimated Error Estimates Normality

C. *Hypothesis Testing*

According to the model to be tested in this study there is a relationship of variables that are normally distributed, which are illustrated by linear structure models. Data processing using SPSS 17.0 software. Testing criteria; reject  $H_0$  if  $t_{count} > t_{table}$  with a significance level  $\alpha = 0.05$ ,  $dk = n - 3$ . For other prices  $H_0$  accepted. The results of the calculation and testing the significance of the path coefficients for hypothesis testing are explained as follows:

➤ *Hypothesis Testing Analysis of the Effect of Leadership Style on Village Potential Management*

First analysis hypothesis ; "There are results of the analysis of positive influences for the active leadership style of village heads to Village Potential Empowerment ", with statistical hypothesis:

$H_0 : \beta_{Y1} \leq 0$   
 $H_1 : \beta_{Y1} > 0$

Based on the structural equation of one path coefficient of village head participatory leadership style based on environment, it has a good and significant effect in fostering community participation at  $p_{y1} = 0.306$ , with  $t_{count} = 1.703$  and  $t_{table(0.05; dk = 42)} = 1.684$ . Thus  $t_{count} >$  means that

$H_0$  is rejected or the path coefficient between village head participatory leadership styles is environmentally significant. Thus it means accepting the hypothesis which states that there is an influence of good relations for village head-based participatory leadership styles in the environment, in fostering community participation in the development of Allo Village, bone raya sub-district, bone bolango district.

Furthermore, the structural equation of the Village Potential Management coefficient based on the environment, has a good and significant effect in fostering community participation at  $p_{y1} = 0.327$ , with  $t_{arithmetic} = 2.102$  and  $t_{table(0.05; dk = 42)} = 1.864$ . With thus  $t_{count} >$  means that  $H_0$  is rejected or the path coefficient between Village Potential Management is environmentally significant. Thus it means accepting the hypothesis which states that there is an influence of good relations for village-based village head participatory leadership styles, in fostering community participation in the development of Allo Village, bone raya sub-district, bone bolango district.

The summary of the results of testing the hypothesis above can be seen in the following table.

Path coefficient	$t_{count}$	$t_{table}$	Meaning	Conclusion (Category)	
X -Y	0.306	1,703	1,684	Significant	Good influence
Y	0.327	2.102	186 4	Significant	Good influence

Table 4:- Summary of Calculation Results and Path Coefficient Testing

Furthermore, the results of the above calculation are described:

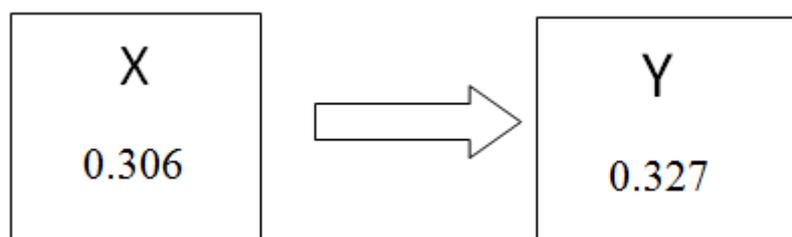


Figure 2:- Figure Analysis Influence Style Leadership Village Head

The results of testing the hypothesis above resulted in a calculation of the analysis of the village head's participatory leadership style and did not cause changes in the hypothetical model of previous research.

## V. DISCUSSION

### A. Leadership Style

Based on the findings obtained empirically through testing the analysis of the leadership style of village heads to empower village potential based on environmental management in Gorontalo province, and analyzing hypotheses as described in the previous chapter, it is explained that  $H_0$  is rejected or accepts  $H_1$  means there are the relationship of the analysis of the leadership style of the village head to the empowerment of village potential based on environmental management in the Gorontalo province, thus an analysis of the leadership style of the village head for the empowerment of village potential based on environmental management in Gorontalo thus there is a good influence through increasing the participatory leadership style of village heads in empowering village potential also, based on environmental management in the Gorontalo province.

The leadership style is divided into democratic style, authoritarian style, *Laizzes-Faire* style, participatory and situational style. Democratic leadership style is associated with the strength of personnel and the participation of followers in the process of problem solving and decision making. In this type the relationship with group members is not the employer of the worker, but rather the relationship as a brother, brother and sister. Democratic leaders always try to simulate their members to work cooperatively to achieve common goals. In his actions and efforts, he always stems from the interests and needs of his group and considers the abilities and abilities of his group.

Based on the above, the efforts made to improve the learning and management process in Kindergarten are to pay attention to the style that is applied by a leader in the life of his group organization. For example, the autocratic leadership style is seen as a style based on the power of position and use of authority. In authoritarian leadership, the community acts as a dictator of group members. For him to lead is to move and force groups. His interpretation as a leader is nothing but showing and giving orders. The obligation of subordinates or members is only to follow and run, may not argue or make suggestions.

In the *Laissez Faire* style, a leader in an organization does not provide control and correction to the work of its members. Division of tasks and cooperation is left to group members, without instructions or suggestions from the leader. It is certain that confusing power and responsibility are scattered among group members, uneven. Thus chaos and clashes are easy. The level of cleanliness of an organization or institution led by the *laissez faire* style is solely due to the awareness and dedication of some group members and not because of the influence of their leaders.

*Participative management* style Alo village head determined that the results of a leader are if they are subordinate oriented, and are based on communication. In addition, all parties in subordinate organizations and leaders

apply relationships or *supportive relationship* arrangements (*supportive relationship*).

The application of a good leadership style and in accordance with the conditions of the government environment, will provide a more conducive village management authority, where the community members are consciously and fully responsible for carrying out their work so that the village institutions and community can aspire, thus Leaders who can menggerakkan subordinates and mobilize a form or a participative leadership style. A good leadership style will streamline subordinates through a managerial system. According to Rivai et al (2014), leaders are people who are able to influence others to move in achieving their intended goals. So the leader does not work alone to achieve his organizational goals, but must be assisted by others in this case the members, for that the leader must can create a conducive atmosphere in the environment so that produce work efficiency and effectiveness of work time, in achieving organizational goals. On the other hand leaders must be united with subordinates but authority as a leader must be maintained in actualizing as a leader is creating an atmosphere and pattern of leadership and expected by the subordinates, this is shown from the answers to the respondents very high for indicators of subordinate loyalty and the community to the leadership of the village head also. Analysis of style village also in the results field indicates that the village head also can subordinates, but at the community level certain hard to control, it looks at the results of the answers to the instrument for cooperation some in charge questionnaire instruments select criteria answers low as applicable maturity level subordinate / men and society are at the level of maturity of a moderate, but also on a certain scale masyarkatnya are in to high level, this can be seen in the community's answer for active participation indicators choosing high answers, this shows the leadership style in increasing environmental-based potential is very high in their needs and desires, so they have the ability, but lack the willingness to work and confidence, show the respondent's answer to the indicator of building communication only in the medium category. Thus it can be concluded that; The leadership style for the village head of Alo is more towards the participatory leadership model. Participatory leadership is defined; as a leader involving subordinates together play a role in the decision making process. Participatory leadership is defined as equality of strength and sharing in problem solving with subordinates in consulting with subordinates before making a decision. The participatory leadership model is an important aspect for a leader, because the leadership model will be effective if it is adjusted to the maturity level of the subordinates. Participatory leadership relates to the use of various decision procedures that allow the influence of others to influence the decisions of leaders, thus the analysis of the leadership style of the village head to empower village potential based on environmental management in the Gorontalo province, can be further enhanced at: 1) Consultation of mind participation among subordinates and the community (2) Joint decision making in the participation of community workers.

The positive direct effect of knowledge about the leadership style of the village head of Alo is shown by the significant path coefficient ie  $p_{y1} = 0.306$ . This shows that the village-based participatory leadership style environment contributes to fostering community participation in the development of the Allo Village, bone raya sub-district, bone bolango district. The above statement has been proven by the findings in the field based on empirical results by calculating the value of the path coefficient of the potential village of alo management for  $p_{y2} = 0.327$ ,  $t_{count} = 2.102$  and  $t_{table} = 1,684$  so that it was stated to be significant, indicating  $H_0$  was rejected in other words there was a positive direct effect of Environmental-Based Alo Village Potential Management. Thus it is clear that the Management of Environment-Based Alo Village Potential for the community will have an impact on improving the quality of the community and can foster community participation in the development of Alo Village in bone raya sub-district, bone bolango district. The results showed that the Management of Alo-based Village Potential for the community on indicators of natural resource management in the fields of alo waterfalls and LA (lundua lo Alo), for respondents are very high, showing that the public interest in increasing household incomes and improving the welfare of the community is very big to answer the instrument questions in management on indicators of natural resources is very high, but the obstacle is pad a road access, funding and bell um priority alo village program and district government, and not yet become a regional and even national target, because the road access cannot be reached by vehicle facilities, which must be covered by walking for an hour and a half. But in terms of selling value for tourist destinations is very expensive, because it has a river that has clean water quality from a spring with a waterfall from Mount LA. Agriculture in alo village, has very good fertility land, which is distributed in three hamlets, namely: Dusun Tindahiya, Bondula and Tilayo village, thus most of the livelihoods of the people are farming, so that the agricultural products become a lot of capital and become a source of welfare for the people of the village of Alo. The fishery and marine fields of Alo village are surrounded by tombilato beaches and blue sea villages, which produce high nutritional marine fish. This shows that if the management of the Environment-Based Alo Village Potential is managed properly for the community, it will have an impact on improving the quality of the village community in Alo.

Indicators humans can be shown in the field of p Education for the item question of life skills (*life skills*) in the show with the answer being, that this can be seen, Management Village Potential Alo for potential human resources is very low in the intellectual, especially in skills or ketr his skills, because basically life skills are the basis of individuals in managing self-help in their potential to face difficult and other things. It is relevant to Susilana opinion of 2002, stating that the Life Skills or Skills are skills that a person has to want and dare to face life and life problems fairly without them being pressured and then proactively and creatively looking for and finding solutions. Life skills can be classified into five categories, namely: a. Personal / personal skills. b. Rational thinking skills. c. Social skills. d.

Academic skills. e. Vocational skills. Based on the results of the research, the Management of Alo Village Potential, Environmental Based for the community in the indicators of natural resource management and human resources can be increased through ; 1) Access facilities 2) Directing the community help (3 ) Directing the participation of the village skill.

#### B. Management of the potential of Alo Village

In the development of human resources encompasses the field of community empowerment through community participation, through training, socialization, technical guidance techniques; coaching in the context of active growth and change, this is in accordance with his opinion; SP Siagian (2007) means that human development is a business or a series of businesses or simple growth and change, carried out consciously by a Nation, State and Government towards modernity in the framework of fostering the Nation. Whereas according to Bintoro Tjokroamidjojo (2001) that development is a continuous and continuous renewal process from a certain situation to a better situation. For the management of alo village potential can be maximized through environmental use, according to Barlia (2006) that sumerdaya desa alo, in the form of environmental access can provide utilization in controlling welfare and utilization functions, if implemented in Alo village, Alo village can have a positive effect on improvement the welfare of the people, if in the field of education according to Handayani et al. (2015) the environment if managed properly and through education can affect the surrounding environment, then the school becomes independent in utilizing and managing waste into a positive value .

## VI. CONCLUSION

- Based on the results obtained in this study, conclusions can be drawn as follows :
- The leadership style village chief alo, District Bone Kingdom, Regency Bone Bolango Gorontalo province, located on the criteria for a good effect. It can be seen from the value of the indicator variable analysis of leadership style partisipatif village head that is by 0306, indicating that there is a good influence leadership style village head for the empowerment potential of environmental management based village in the province of Gorontalo.
- Management of Alo Village Potential, Environmental Based for the community in the indicators of natural resource management and human resources, is in good effect. It can be seen from the indicator value in fostering community participation for development DesaAlo, district bone highways, county Bone Bolango ie for 0327, show that there is a good influence and significant management Village Potential Alo, environment in fostering community participation for development Bone Bolango district.

- Based on the results obtained in this study, it can be suggested as follows for :
- The results of this study are expected to be used as feedback on the analysis of the village head's leadership style based rural development potential of environmental management in the province of Gorontalo . This matter because it has a very significant and significant effect on community participation in the village development process. To the head of the village can apply participatory leadership style so that the development potential of environmental management based village in the province of Gorontalo.
  - The community can improve the analysis of Environmental-Based Alo Village Potential Management, because without the support of community participation a leader cannot provide a good and significant influence in fostering community participation in the development of desaalo., this is seen as a result of research analysis Management Village Potential Environmental Based Alo higher than on the analysis of leadership style village chief alo.

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