

pemimpin yang buruk tersebut? Untuk itu, penelitian di masa mendatang perlu untuk menyelidiki lebih lanjut mengenai hasil temuan yang menarik ini.

Proses pengukuran atau waktu pengambilan data kepribadian juga perlu dilakukan peninjauan kembali sehingga dapat menghindarkan atau mengurangi peluang terjadinya *faking* yang dapat membuat hasilnya menjadi tidak akurat. Pengukuran kepribadian dapat pula menggunakan model kombinasi antara *self-ratings* dan *other-ratings* sebagaimana penelitian Wihler, dkk., (2022) yang mendapatkan hasil yang lebih akurat. Selain itu, penelitian lebih lanjut terhadap kepribadian pemimpin dapat pula dengan mempertimbangkan situasi atau tindakan yang perlu dilakukan sebagaimana *trait activation theory* seperti yang disampaikan oleh Tett & Burnett (2003). Dalam teori ini, faktor kepribadian diyakini akan mampu berkontribusi terhadap performa kerja ketika menghadapi suatu situasi dan kondisi yang tepat sehingga akan menjadi modal yang baik bagi seorang pemimpin. Dengan memiliki karakter pemimpin yang mumpuni, suatu organisasi akan mampu lebih mudah beradaptasi, menghasilkan ide/terobosan baru, dan menghasilkan kinerja yang ekselen.

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