

INTISARI

Konsep kepemimpinan sering kali terhubung dengan nilai-nilai maskulin seperti agresif dan tegas, sementara nilai-nilai feminin seperti empati dan kepedulian sering diabaikan. Dalam era globalisasi saat ini, peran pemimpin perempuan semakin dibutuhkan karena sifat-sifat seperti empati, fokus pada hubungan, dan kemampuan multitasking dapat meningkatkan efektivitas penanganan masalah. Jacinda Ardern, sebagai Perdana Menteri Selandia Baru, telah menjadi contoh penting dari kepemimpinan yang mengedepankan empati dan kepedulian, terutama dalam menangani krisis seperti pandemi COVID-19 dan aksi teroris di Masjid Christchurch. Perkembangan moral pada kepemimpinan Ardern mampu menjadi contoh atas keberhasilan kepemimpinan perempuan. Penelitian ini bertujuan untuk menjelaskan perkembangan moral dalam kepemimpinan Jacinda Ardern dan menganalisis kepemimpinan Jacinda Ardern ditinjau dari etika kepedulian Carol Gilligan.

Penelitian ini merupakan penelitian deskriptif kualitatif dengan objek material kepemimpinan Jacinda Ardern dan objek formal berupa etika kepedulian Carol Gilligan. Penelitian ini menggunakan studi literatur terkait topik penelitian. Analisis data penelitian menggunakan metode hermeneutik filosofis dengan unsur-unsur metodis berupa deskripsi, interpretasi, holistik, dan refleksi kritis peneliti.

Hasil penelitian dapat ditarik menjadi dua kesimpulan. Pertama, Jacinda Ardern mengalami perkembangan moral pada kepemimpinan yang signifikan, beralih dari kepatuhan politik awal ke penerapan nilai etika yang mendalam. Ardern menunjukkan komitmen terhadap empati dan tanggung jawab melalui respons terhadap tragedi Christchurch, kebijakan kesejahteraan sosial, dan transparansi dalam menghadapi pandemi COVID-19. Kedua, selama Ardern menjadi pemimpin, Ardern menggunakan gaya kepemimpinan etika kepedulian yang dikategorisasikan menjadi tiga, yaitu *the nonhierarchical structures*, *the emphasis on interdependence*, dan *the concept of inclusiveness*. Kepemimpinan Ardern selama pandemi COVID-19 menonjolkan kepemimpinan *nonhierarchical structures* yang melibatkan partisipasi ilmuwan dan transparansi, membuktikan bahwa pendekatan tersebut dapat menghasilkan respons krisis yang lebih efektif dan meningkatkan kepercayaan publik. Lalu, Ardern memperlihatkan kepemimpinan *emphasis on interdependence* dengan membangun komunikasi yang terbuka dan inklusif yang memperkuat kepercayaan publik dan memfasilitasi respons krisis yang efektif. Pada *the concept of inclusiveness* ditunjukkan pada kebijakan senjata yang direspons dengan cepat setelah teror Christchurch, mencerminkan komitmen terhadap non-kekerasan dengan melibatkan komunitas dan mendorong solidaritas sosial untuk menciptakan masyarakat aman dan peduli.

Kata kunci: feminisme, kepemimpinan, etika kepedulian, empati.

ABSTRACT

The concept of leadership is often associated with masculine values such as aggressiveness and assertiveness, while feminine values such as empathy and caring are often overlooked. In the current era of globalization, the role of women leaders is increasingly needed because traits such as empathy, focus on relationships, and multitasking abilities can increase the effectiveness of handling problems. Jacinda Ardern, as Prime Minister of New Zealand, has been an important example of leadership that prioritizes empathy and caring, especially in dealing with crises such as the COVID-19 pandemic and the terrorist attacks at the Christchurch Mosque. The moral development of Ardern's leadership can be an example of the success of female leadership. This study aims to explain the moral development of Jacinda Ardern's leadership and analyze Jacinda Ardern's leadership in terms of Carol Gilligan's ethics of care.

This study is a qualitative descriptive study with the material object of Jacinda Ardern's leadership and the formal object of Carol Gilligan's ethics of care. This study uses a method, namely literature study related to the research topic. Analysis of research data using the philosophical hermeneutic method with methodical elements in the form of description, interpretation, holistic, and critical reflection of researchers.

The results of the study can be drawn into two conclusions. First, Jacinda Ardern experienced significant moral leadership development, moving from initial political compliance to a deep application of ethical values. Ardern demonstrated a commitment to empathy and responsibility through her response to the Christchurch tragedy, social welfare policies, and transparency in dealing with the COVID-19 pandemic. Second, during Ardern's leadership, Ardern used an ethical leadership style of care that was categorized into three, namely non-hierarchical structure, emphasis on interdependence, and the concept of inclusivity. Ardern's leadership during the COVID-19 pandemic highlighted the leadership of a non-hierarchical structure that involved the participation of scientists and transparency, proving that this approach can produce a more effective crisis response and increase public trust. Then, Ardern displayed leadership that emphasized interdependence by building open and inclusive communication that strengthened public trust and facilitated an effective crisis response. The concept of inclusivity was manifested in the weapons policy that responded quickly after the Christchurch terror, reflecting a commitment to non-violence by engaging communities and encouraging social solidarity to create a safe and caring society.

Keywords: feminism, leadership, ethics of care, empathy.