

## Transformational Leadership Model to Enhance Work Ethic Among Jumantik Cadres in Setu Village: A Community Service Initiative

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### Article History:

Received: Mei 19, 2025;

Revised: Juni 17, 2025;

Accepted: Juli 27, 2025;

Published: Juli 30, 2025

**Keywords:** East Jakarta, Effective Leadership, Jumantik Cadres, Setu Village, Work Ethics.

**Abstract:** Through seminars and leadership training, the goal of this community service project is to identify an effective leadership model that will enhance the work ethic of Jumantik employees in Setu Village, East Jakarta. Participating in the Effective Leadership program in enhancing work ethics were 100 Jumantik cadres from the village, the heads of the Development of Family Welfare of Setu Village, Cipayung District, and RW in the Setu Village neighborhood of East Jakarta. Lecture and coaching techniques are used in the training process. As a result of this training, a leader must employ effective leadership techniques to enhance work ethic when overseeing Jumantik cadres. To improve the motivation, accountability, and discipline of Jumantik cadres, one successful leadership model employs a transformational and participatory leadership style. This approach encourages open communication and fosters a sense of belonging among the cadres. It has been demonstrated that cadres who regularly monitor mosquito larvae perform better under leadership that offers clear guidance, emotional support, and active involvement in decision-making. Furthermore, the training emphasizes the importance of collaboration and teamwork, which are essential for achieving common goals. Jumantik cadre supervisors are advised to participate in leadership training since effective leadership would facilitate the development of a more inclusive and cooperative leadership model. Thus, it is anticipated that the effective sub-district eradication of Dengue Hemorrhagic Fever (DHF) will be facilitated by the adoption of the appropriate leadership paradigm, ultimately leading to healthier communities and improved public health outcomes. This is expected to make the public more vigilant and protected from potential online fraud in the future. Furthermore, increased legal literacy is expected to create a safer and more trustworthy digital transaction ecosystem for all parties.

## 1. INTRODUCTION

In Indonesia, dengue hemorrhagic fever continues to be a serious public health issue. Data from the Republic of Indonesia's Ministry of Health indicates that until 2023, there would be more than 80,000 cases of dengue fever and 0.77 deaths per 100,000 people. One of the most crucial people in halting the spread of this illness is the interpreter Monitor Flick, also called Jumantik. In community-based preventive initiatives, Jumantik cadres are on the front lines and demand excellent work standards and flexible leadership. *Aedes aegypti* mosquito larvae are the transmitters of dengue fever, and volunteers known as Jumantik Cadre (Mosquito

Larva Monitoring Officer) are entrusted with keeping an eye out for their presence. In addition to regularly inspecting areas with water that could harbor mosquitoes, they also educate the public on the significance of eliminating nest mosquitoes and encourage residents to adopt the behavior known as "life clean and healthy". Cadre Jumantik contributes significantly to dengue fever prevention efforts by using the Eradication Nest Mosquito activity and the 3M Plus approach, which consists of Drain, Close, Recycle, Repeat, as well as step additions like using medication mosquitoes or larvicide (Alifia et al., 2023). Residents are constantly reminded by Jumantik cadres of the value of conducting Eradication Nest Mosquito in their community (Wardhani et al., 2023).

Clean and Healthy Living Behavior is one of the most popular health issues in society. The rise of infectious and non-infectious diseases is eventually impacted by the absence of understanding and application of Clean and Healthy Living Behavior in day-to-day activities (Mane et al., 2022). The dengue disease mosquito problem has never been resolved. According to the Department of Health DKI Jakarta data, since the start of 2024, 7,142 people have contracted dengue fever. Fifteen of them perished. "As of May 14, 7,142 people had contracted dengue fever in Jakarta in 2024. "On Friday, June 17, 2024, Head Field Prevention And Control Disease, Service Health DKI Jakarta Dwi Oktavia at Monas, Central Jakarta, stated that there were fifteen fatalities in Jakarta" (DetikNews, 2024).

Therefore, in order to stop the spread of sickness fever, there are Jumantik cadres in every area of Jakarta, including Setu Sub-district and Cilangkap District, who work in tandem with the Development of Family Welfare Sub-district. Jumantik cadres are a group of moms from Development of Family Welfare who are tasked with monitoring mosquito larvae that visit people's homes once a week. Because the guard at the front must be accountable for the spread of dengue fever mosquitoes, equipped with concern for the health of their surroundings, cadet mosquito larvae demanded an increase in ethos work. Although they do not get the jumantik cadres' wages, they are nevertheless accountable for the tasks they are given. Therefore, the organization must uphold the jumantik cadres' work ethic in order to ensure that it stays consistent through good leadership. According to Nisa et al., (2024), a good leader can inspire and motivate his team to accomplish the objectives.

The insufficient work ethic of Jumantik cadres in a number of endemic locations is one of the primary concerns brought up in this piece. Bad leadership practices at the sub-district or health center level are to blame for this. Cadre productivity is influenced by a number of elements, including the leader's communication style, the ability to delegate, and the supply of rewards. Work ethic is said to be a reflection of an individual's attitude toward a number of

aspects of work, such as the importance of activities and involvement, attitudes toward monetary and non-monetary benefits, and the drive to advance in one's profession and attain a higher position (Gheitani et al., 2018). According to problem partners, excellent leadership can enhance work ethic (Zafar & Abu-Hussin, 2025). In addition to the requirement for positive motivation and perception in order to maximize performance, there are still challenges and limitations in its implementation, such as a lack of public awareness regarding clean and healthy living behavior, human resources issues, and others (Wardhani et al., 2023).

In order to improve the work ethic of the jumantik cadres in the village, the head of the jumantik cadre of Setu Cilangkap Village took the wise decision to partner with Paramadina University to offer them excellent leadership training. The training took place in the Setu Village area at the University Paramadina Jakarta East Road Headquarters Defense and Security. Nearly one hundred Jumantik cadres from Setu Village, RW administrators, and the Development of Family Welfare Chairperson attended the training. Setu Cilangkap Ward. The heads of Development of Family Welfare Setu Village and Cilangkap District also attended the training session. The Head of Development of Family Welfare Cilangkap District gave a speech prior to the start of the training.

Leadership can be defined in a variety of ways. Over the past 50 years, a large portion of leadership research has focused on finding behavioral factors that explain how a leader might enhance a team's or work unit's performance (Yukl et al., 2019). To establish a working definition of leadership and leadership styles, it is helpful to explain why leadership is so important and why the selected leadership style is so vital (Kyambade & Namatovu, 2024). He needs to be able to lead the company because leadership is very crucial and able to consider the course of action (Metz & Kulik, 2025). According to Daniëls et al., (2019), leadership is "an influencing process in which an individual exerts deliberate influence on others to structure activities".

An excellent leader can inspire and motivate his team to accomplish the objectives (Nisa et al., 2024). In an organizational process, it turns out that human labor alone is insufficient; other people must be able to collaborate in order to accomplish the goals. An organization needs a leader who will guide all members in accomplishing the organization's objectives in order to inspire members.

Given the strategic relevance of the jumantik cadres, this training is urgently needed. Jumantik cadres play a crucial role in order to prevent bloody fever and combat nest mosquitoes. Their task is to keep an eye on mosquito larvae from one home to another and notify others about it. However, the spirit and consistency of their work may suffer if there is

no good leadership (Horváth et al., 2022). Cadres often struggle with low confidence and poor communication skills when engaging with communities (Almas, Chacón-Fuertes, & Pérez-Muñoz, 2020). Some cadres are unconfident when instructing people and lack experience in promoting community involvement (Hermansyah et al., 2020). Through leadership training, they acquire self-assurance, effective communication techniques, and interpersonal skills that help sustain their motivation and improve public health program outcomes (Development of a Community Health Leadership Training Program, 2023). Moreover, studies show that stronger leadership among peer educators correlates with greater implementation success in health outreach efforts (BMC Health Services Research, 2020).

## **2. METHODS**

Setu Village, Cipayung District, East Jakarta, was the site of this community service initiative. This program's objective is to raise the ethos of jumantik cadres' motivation and proficiency. Effective leadership is needed to enable cadre to carry out its program in reducing the number of dengue fever cases and managing the Aedes mosquito vector. One hundred Jumantik cadres from Setu Village, including manager Citizen Association, Development of Family Welfare administrator, and cadres of mosquito larvae, attended the training. The program begins with theoretical and practical training. Basic information on dengue disease, the life cycle of the Aedes mosquito aegypti, the significance of combating nest mosquitoes, and effective leadership in enhancing work ethic are all included in the theoretical material. Regarding the phases, they are implemented as follows:

First, Stage of Preparation. In order to determine the training timetable, training site, and training materials, the Paramadina University team coordinated internally at this point. This included organizing and submitting activity requests to the Setu sub-district leadership. Second, Stage of Implementation. Aedes aegypti mosquito life cycle, dengue illness, the significance of preventing mosquito nests, and effective leadership in enhancing ethos work are among the materials that were presented during the training conducted by this Paramadina University team. Display PowerPoint content with visuals using a laptop in conjunction with a method presentation. Given the comparatively huge amount of training material and the short training period, using a laptop and presentation power point materials aids in training participants' understanding. Last, do assessment. The purpose of stage evaluation is to gauge the degree of success achieved by a completed activity. The following are included in the assessment of financial socialization:

**Table 1.** Evaluation Stage

Activity	Evaluation
Training Evaluation	1. The pre- and post-tests To assess participant knowledge development.
	2. Find out how satisfied participants are with the delivery method and the material.
	3. Continued action in the form of a session with questions and answers if there are anything in the package that are still unclear.

### 3. RESULTS AND DISCUSSION

Volunteering in the community conducted by a Paramadina University team lecturer, and the training was implemented at Paramadina University in Cipayung, East Jakarta. "Training Effective Leadership in Improving Work Ethic in Jumantik Cadres" is the focus of community service projects. Jumantik cadres, Development of Family Welfare members, citizens association administrator, Chairman Development of Family Welfare Setu, and Chairman Development of Family Welfare Cipayung Sub-district were present for the training. The ceremony was attended by the Devices Village, Officer Health Health Center, Cadre Jumantik, and other health professionals who are actively involved in local community health initiatives. Involving the community is necessary to stop mosquitoes from spreading. Vector mosquito management is a crucial strategy (Ngadino et al., 2024). Jumantik cadres are typically assigned to integrated health positions and are required to work honestly and willingly in order to carry out their duties and encourage others to do the same (Wardhani et al., 2023).

The course covered a number of crucial topics. This is includes the 3M plus method of sealing, draining, and recycling mosquito nests. Giving local communities the power to lower the number of Aedes mosquito larvae in their own areas is the aim of this technique. Furthermore, the training demonstrated that community members, including jumantik cadres, as well as the surrounding community, must actively participate in order to guarantee that the program would continue when program devotion is over. It is advised that participants actively engage in monitoring and evaluation, report on their success, and discuss any challenges they have encountered when putting aedes mosquito eradication tactics into practice in their local area. The contribution of strong leadership to enhancing Jumatik cadres' work ethic is the subject of another conversation. Effective leadership is the capacity of a leader to persuade, guide, and inspire groups of people or organizations to accomplish shared objectives in a way that is efficient, ethical, and fruitful. Effective leaders prioritize open communication, team wellbeing, and sound decision-making in addition to goal achievement.

Several traits that make leadership effective in comparison to others:

First, Having clear vision. The traits of a leader who can establish and convey clear goals to the team are visionary, communicative, and organized. Additionally, a leader does more than just set goals; they also know the team's and its surroundings, can set goals based on the team's current requirements and capabilities, and can link goals to the program's or organization's overarching objectives. Effective leaders are able to connect goals with team or community profit, communicate effectively, explain the risks if the goals are not met, and explain the benefits if they are. They can also clearly communicate goals and give reasons why tasks must be carried out.

Second, The ability to communicate. One quality of a great leader is the ability to communicate thoughts, instructions, and feedback in a clear, open, and sympathetic manner for two-way discussions. In order for the team to understand and accept ideas, a leader should, for instance, utilize simple, straightforward language and then connect the idea to the organization's mission, vision, or goal. Useful or relevant examples can help make the idea less abstract. The team will catch on to the leader's passion, so spread it widely.

Third, Emotional intelligence and empathy. Humane and sympathetic leadership is crucial for creating a team with a strong sense of unity. It will be simpler to establish trust and boost productivity when a leader is able to comprehend the demands, desires, and motivations of their team. Forth, The appropriateness of the retrieval decision. Effective leaders are able to evaluate circumstances and make choices by fusing their own feelings or intuition with the information at hand. within a short period of time or in an emergency (e.g. when the number of dengue patients increases). Leaders might not have enough time to thoroughly gather information. Therefore, intuition—which comes from experience and sensitivity to the situation—is crucial. However, logic and facts must serve as the foundation for the ultimate conclusion.

Fifth, Honesty and outstanding conduct. Being a true leader means setting an example in daily life in addition to requesting good deeds from others. A leader who upholds moral principles Encouragement, trust, and a great work culture will result from this. Effective leaders live out their principles, not just talk about them. If there is discipline, leaders will show up on time. Honest leaders will be forthright and truthful. If hard work is sustained, leaders will take over. Sixth, Ability inspires. A leader can improve team spirit and performance by using a variety of techniques, including professional, emotional, and psychological ones. Everyone should be valued, according to a good leader. Hard work always needs to be praised. Acknowledge the contribution, no matter how modest, even for the team. expressing acceptance of love or bestowing symbolic honors like diplomas or modest presents. A

comfortable workplace fosters team spirit, therefore a leader must establish a respectful and worry-free environment. Everybody is heard. Instead of placing blame, mistakes can be viewed as teaching opportunities.

Effective leadership has a big impact on Jumantik cadres' work ethic. Leaders that are able to inspire, mentor, and reward their employees will be successful in fostering a supportive and effective work environment. Employees will be more motivated and reliable in their work as a result. A work ethic is a mindset or spirit that demonstrates commitment, accountability, self-control, and a passion for one's work. Cadres will feel valued and noticed if a leader can exercise effective leadership. Cadres will get a better understanding of their work over time, preventing misunderstanding while working on a task. Jumantik cadres believe they are receiving assistance and growth possibilities, which motivates them to succeed.

Leaders that exhibit morality and honesty inspire dedication from their jumantik cadres. The following are some strategies for enhancing the work ethic of mosquito larvae cadres under competent leadership:

- a. Engage in inspiring and transparent communication. The jumantik cadres' tasks and obligations must be clearly communicated by the leader. A leader is more receptive to the opinions of the jumantik cadres and allows them to freely express themselves so that they are not afraid to make recommendations.
- b. As frequently as feasible, offer training and capacity building. A leader should have program training that is clear and well-designed to enhance the creativity of mosquito larvae cadres and sharpen their skills, such as community communication, mosquito larvae monitoring techniques, and report-making procedures. The goal of the training is to help cadres develop a high level of self-confidence through consistent training.
- c. Appreciation and acknowledgment. In order to boost work ethic, a leader could show gratitude to those who are proactive and accomplish excellent deeds by giving them a certificate, a statement, or something else. Be a role model for elections. is showcased at every event in the village or sub-district.
- d. Involvement and empowerment. A leader includes cadres in the creation of plans and programs as part of his responsibility.
- e. Boosting spirits. Leaders may boost team morale in a variety of ways, including holding frequent meetings and conducting post-event reviews.
- f. Establish measurable and unambiguous goals. Give an explanation of the target homes that are being watched for the eradication of mosquito larvae and comment on the actions that have been taken.

The goal of this training exercise is to potentially enhance the jumantik cadres' work ethic. Notwithstanding the communal character of the activity, it should not be used to lower cadre in order to continue learning and protecting a clean, healthy environment that is free from any diseases that could harm society.



**Figure 1.** Training Activities

#### **4. CONCLUSION**

Successful leadership training has resulted in an increase in the work ethic of Jumantik cadres in Setu Subdistrict. With the help of the resources offered, cadres will get a deeper theoretical and practical grasp of leadership. The following conclusion can be drawn from the activity:

First, Cadres need to understand the significance of taking the lead in urging communities to stay away from mosquito larvae. Second, The decision-making, empathy, communication, and role-modeling abilities that cadres have been taught have contributed to their more proactive and accountable attitudes. Third, This training also strengthens bonds between the sub-district and fellow cadres and fosters a sense of teamwork. Forth, By taking more initiative, being more disciplined, and being more consistent while checking for mosquito larvae and informing the public, cadres exhibit a greater work ethic.

The following are some suggestions that can be made to ensure that training benefits are sustained and have a lasting effect: First, Program-based advanced training. To increase cadre comprehension, provide training every three to six months. Second, Party ward and health center monitoring and mentoring. Cadres will remain motivated and focused while completing assignments if they get regular criticism and clear guidance. Third, Recognition and gratitude. Periodically provide exceptional employees symbolic acknowledgment to boost their motivation and sense of pride in their work. Last, Improving communication within the team. Facilitate cadre forums on a regular basis to allow them to exchange tactics, experiences, and field difficulties.

## **ACKNOWLEDGEMENT**

The author would like to thank the jumantik cadres, Development of Family Welfare members and citizens association administrators, also attended by the Head of Development of Family Welfare Setu Village and the Head of Development of Family Welfare Cipayung District. Village officials, health workers at the health center, Jumantik cadres and other health cadres for the implementation of good community service activities.

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