

## **FUTURE BUSINESS LEADERS REQUIRED MANAGEMENT SKILLS**

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### **Abstract**

The development of technology brings developments in various areas of life including the field of business economics. This development brings its own challenges for a business leader. For this reason, the need for various skills of a future business leader including management skills. This study aims to analyze the importance of management skills in a future business leader. The research method uses a literature study method with a qualitative approach. The data analysis used is triangulation, namely with Data Reduction, Data Display, Conclusion Drawing / Verification. The results of the study found that

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**Keywords:** business, management, leader

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### **INTRODUCTION**

Organization is a system in which there is a cooperative relationship between a group of people to achieve a goal. One of the factors that support the success of an organization is the existence of human resource management (HR). Quality human resources are people who have high skills, abilities, and work ethic. Every institution or agency needs employees who have high personalities and have the ability and ability to make decisions. The application of discipline aims to improve discipline by employees in the institution or institution has high productivity. One form of optimizing HR management is the role of leadership (Mahmud, 2019).

A leader is essentially someone who has the ability to move others while being able to influence that person to do something in accordance with the goals to be achieved (Junaidi, 2018). A leader in an organization becomes a milestone in achieving organizational goals (Toruan et al, 2021). So that leaders are required to be able to skillfully guide the organization towards a new strategic direction (Suhartono et al, 2020). In addition to being expected to be able to be capable and skilled, they should also be willing and have the sincerity to work effectively and efficiently. Abilities and abilities will be less meaningful if they are not followed by work morale and employee discipline in realizing goals (Fazrien et al, 2014).

The role of the leader in directing team members is the most important issue. The role of a team leader is different from the traditional leader role performed by first-line

supervisors. Four specific roles of the leader. First, team leaders are liaisons with external constituents. Second, the team leader is the one who solves the problem. Third, the team leader is the conflict manager. Lastly, the team leader is the coach (Suherman, 2019).

A leader must also be able to perform management functions. The management function consists of planning, organizing, actuating and controlling. In this management function, it is clearly seen that leaders are obliged to influence the people under them so that they always continue to carry out their duties and functions well and have high devotion to the organization (Pabetta, 2017). Leaders have an important role in moving people in their organizations. Therefore, in organizations, leader figures with strong characters are needed so that it is easy to manage all aspects in their organizations (Iswanto, 2023).

Previous research conducted by Talibo (2018) is that management is very important to regulate all activities, both formal and non-formal activities. Activities in households, schools, companies, organizations, communities, foundations, Islamic boarding schools and so on in order to realize pre-planned activities. Because management is a cooperative activity, the participation of organizational members is very important. An organization / institution will not run smoothly if each member does not do good cooperation with each other.

Unlike previous research, the novelty of this study is the existence of business leader objects where technology is increasingly developing and affecting various aspects of life including in the field of business economics. So the importance of management skills of a business leader in overcoming various challenges that arise. Thus, this study aims to analyze the importance of management skills in a future business leader.

### **RESEARCH METHODS**

The research method used is a literature study method with a qualitative approach. Literature study is a method by collecting data by understanding and studying theories from various literature related to the research (Adlini et al, 2022). Qualitative research aims to gain a masterful understanding of human and social problems, not describe the surface part of a reality as qualitative research with positivism (Fadli, 2021).

The data analysis used is triangulation which is an attempt to check the validity of data or information from different points of view of what has been done by researchers, the method is by *Data Reduction*, *Data Display* , *Conclusion Drawing / Verification* (*Alfansyur & Mariyani, 2020*).

### **RESULT AND DISCUSSION**

A leader is someone who leads, by initiating social behavior by organizing, showing, organizing, or controlling the efforts / efforts of others, or through prestige, power or position (Kartono in Putra, 2019). Currently the business market has grown rapidly, this provides significant demands to be observant in capturing market opportunities to create their own market opportunities and not wait for opportunities to come by themselves, and this is one of the tasks of leaders in a company. Today, most of the success in a company is from effective sales results (Manalu & Sijinjak, 2022).

Globalization today brings various consequences in the business field. When a company (organization) plans to enter the global market, country boundaries are unable to limit the company from foreign competitive pressures, so the company's success is largely determined by the leader's ability to adapt to his environment including opportunities and challenges. As a business leader must prepare and understand well the

steps that need to be done. Business leaders need a global vision and perspective in order to achieve the company's goals and management effectively. The process can start from increasing competitiveness, products produced, knowledge of the global environment, observing competitive strategies to policy changes made to the assessment of business performance. Leaders must be able and have extensive experience of cultural diversity (Nazwirman, 2020). Factors that influence leaders according to Widyani (2021) include:

- Personality (*personnel*) past experience and expectations of the leader
- Expectations and behavior of superiors
- Characteristics of expectations and behavior of subordinates
- Expectations and behavior of colleagues.

According to Henry Mintzberg in Juliani (2016) there are 3 roles / roles that are usually carried out by leaders in an organization, namely:

**Interpersonal Role / Personal Role, namely:**

- As a Head Figure, the leader is a figure / example for the organization.
- As a leader, the leader functions as the leader of the organization, directing, giving orders, guidance and giving instructions to the members of the organization.
- As Liaison, the leader serves as a liaison for the organization. Liaison between managers, liaison with employees, liaison with unions, governments, customers, competitors, suppliers, and shareholders.

**Decision Making / Role of Decision Making, namely:**

- Functioning as an Entrepreneur, is a factor of expertise that must be possessed by leaders in accordance with their leadership level. A leader must be independent, have expertise.
- Functions as a disturbance handler, meaning that as a leader, it must be able to remove obstacles that can block the running of the company.
- Functions as Resource Allocation, able to divide production factors owned by the organization including capital resources, human resources, natural resources, entrepreneurs and fabricating machines.
- Functioning as a Negotiator means being able to negotiate with employees, unions, governments, banks, customers, competitors, suppliers, and shareholders,

**Informational Role / Role of Information Sources**

- Monitor and Disminator, leaders must be able to monitor and filter various information for the benefit of the organization.
- Spoke person, serves as a speaker for the organization.

Leaders in carrying out their leadership must master and continue to develop various leadership skills and competencies. Leadership skills are very important to continue to be developed so that they will be able to align, create and empower the organization they lead, and will also achieve success as expected. Development of necessary Skills such as interpersonal skills, trust building skills and decision making skills (Bakhtiar, 2022).

Skills are behaviors acquired through learning stages, skills derived from rough or uncoordinated movements through gradual training of irregular movements that gradually turn into smoother movements, through the process of coordination discrimination (difference) and integration (unity) so that a skill is obtained needed for a specific purpose (Yulisetiari et al, 2022). One of the skills that future business dreamers possess is management skills. Management is a process to regulate something done by a group of

people or organizations to achieve the goals of the organization by working together to utilize the resources owned (Gesi et al, 2019). The purpose of management in general is a systematically structured effort to improve the quality of a group, organization or institution (Winda in Fransinatra et al, 2019). The management functions according to Rismayanti & Sagay (2018), namely:

**Planning**

Is the rationale for goals and the preparation of steps that will be used to achieve goals. Planning means preparing all needs, carefully calculating what are the obstacles, and formulating forms of implementation of activities that are intended to achieve the goal of Organizing (Organizing) Organizing (organizing) is as a way to gather people and place them according to their abilities and expertise in the work that has been planned.

**Actuating**

Actuating, which is to move the organization to run in accordance with the division of work and move all resources in the organization so that the work or activities carried out can run according to plan and can achieve goals.

Supervision (controlling) is to monitor whether the movement of this organization is in accordance with the plan or not. As well as supervising the use of resources in the organization so that they can be used effectively and efficiently without anyone deviating from the plan.

Management skills are critical for future business leaders as they play a central role in helping companies achieve their goals and face the ever-changing challenges in the global business environment. Here are some reasons why management skills are so important:

1. Achievement of Corporate Goals: Management skills assist leaders in designing, planning, and executing strategies to achieve corporate goals. Without good management skills, companies may struggle in achieving the desired results.
2. Operational Efficiency: Management skills help in efficient management of resources, time, and costs. Good leaders can optimize operational processes to increase productivity and reduce waste.
3. Good Decision Making: Management involves the ability to make good decisions. Good leaders must be able to carefully analyze information, consider risks, and make strategic decisions.
4. Effective Leadership: Management skills include strong leadership abilities. Effective leaders can inspire, motivate, and direct team members to achieve common goals.
5. Human Resource Development: Future business leaders must be able to identify and develop talent within the organization. Management skills play an important role in the management and development of employees to ensure the long-term growth and success of the company.
6. Adapting to Change: The business environment is always changing, and management skills assist leaders in adapting quickly to changing technology, regulations, and industry trends. Adaptability is essential for the survival of the company.
7. Effective Communication: Leaders who have good management skills can communicate clearly, both with team members and external stakeholders. Effective communication helps in conveying the vision, strategy, and goals of the company.

8. Problem Solving: Management skills involve problem-solving abilities. Good leaders must be able to identify problems, analyze their root causes, and develop effective solutions.
9. Business Ethics: Management skills also include understanding business ethics and corporate social responsibility. Future business leaders must conduct business with high integrity and ethics.
10. Improved Sustainability: Good management skills assist companies in developing sustainability strategies that can support long-term growth and minimize negative impacts on the environment and society.

Overall, management skills are the foundation of future business leaders' success. They assist leaders in managing companies efficiently, planning for the future, and facing ever-changing challenges. Leaders who understand and develop their management skills will be more likely to achieve long-term success in the dynamic business world.

### **CONCLUSION**

Management skills are a key aspect in future business leadership. They help leaders plan, organize, take good decisions, and direct teams effectively. These skills also support operational efficiency, human resource development, adaptation to change, and effective communication. With strong management skills, business leaders can achieve company goals, maintain competitiveness, and lead companies to long-term success.

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