**TREND IN DECISION STYLES**

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***Abstract***

 ***Making decisions and solving problems is one of the roles to be played every leader and manager of all management functions such as planning, organizing, directing, and supervision. Changing circumstances very quickly became a factor to be considered in management that encourages managers to be able to make some decisions in a timely manner and quickly. To be able to keep pace with changing times, a manager must be adle face at least three challenges, namely (1) a very complex situation, (2) a state of uncertainty, and (3) claims to be able to act flexibly. The quality of a decisionis a reflection of themselves on thinking power manager. Therefore, thinking in terms of making decisions and solving problems should be sought so as not to stray onto the road that is not effective and efficient. Manning and Curtis diving a person’s decision-making styles in the four-trend styles, namely (1) Darwin style, (2) Einstein style, (3) the style of Socrates, and (4) Ford style. To know a person’s tendency to use decision-making questionnaire. The result of this study the most decision-making styles of students is the application of style (Socrates) of 53.06% and the style of the practitioner based on experience (Henry Ford) was 20.41%, with a style that is at least theoretical/academic (Albert Einstein) 4,08% and researchers style (Charles Darwin) 14,28%, and 8.16% balanced style***

***Keywords : Style, Decision-Making***

**CHAPTER I INTRODUCTION**

* 1. **Background**

Decision making is the process of selecting a number of alternatives. Decision making is important for administrators because the decision making process has an important role in motivating decision making hierarchically. Decisions made by administrators affect customers, especially participants. Therefore, every administrator must have the skills quickly, precisely, effectively, and efficiently.

**CHAPTER II LITERATURE REVIEW**

**2.1 Decision Making Model**

* **Model Mintzberg, Dr ucker, dan Simon**

The decision making process includes three activities, namely (1) Activities relating to the introduction, determination and diagnosis of problems; (3) Activities related to evaluation and choosing the best problem solving.

* **Decision Making Rational Model**

Two types of decision making: Programmed (structured) are decisions that are always repeated and not programmed (iunstructured) are decisions taken to deal with complex and / or new situations, also called problem solving.

* **Decision Making Classic Model**

This model assumes that decisions are rational processes where decisions are taken from one of the best alternatives. The Classical Model is based on the concept of complete rationality (complete rationality)

* **Decision Making Behavior Model**

This model is based on how far the decision can give satisfaction. This model also considers decision making on the basis of respectful rationality. Conceptual rationality means that decisions are not only based on explicit (textual) provisions, but also what is implied (contextual).

* **Model Vroom & Yettom (Decision Tree)**
* **Decision Making Carnegie Model**

This model recognizes the satisfaction, limitations of rationality, and organizational coalitions.

* **Decision Making Chung & Meggison's leadership style Model**

How to make decisions by leaders by making six questions: (1) Are group tasks structured? (2) Is the relationship between leaders and subordinates good? (3) Does the subordinate have work knowledge? (4) does the leader have a strong position of power? (5) does the leader have work knowledge (6) does the group have time to complete tasks? Every question has two choices, yes or no. Finally, from a variety of answers obtained leadership behavior that will be taken by the leader. (1) supportive style, (2) supportive and directive style, (3) consensus style, (4) democratic style, (5) directive style (6) democracy style, (7) consultative style, (8) directive style, ( 9) leadership style change.

* **Decision Making Based on Benefits Model**

The rationale is: (1) Decision quality, (2) Decision Creativity, (3) Decision Acceptance, (4) Decision Understanding, (5) Decision Consideration, and (6) Decision Accuracy.

* **Decision Making Based on the Problem Model**

There are three specific tendencies that can damage the group decision process, namely (1) Group Thoughts, (2) Risk Changes, and (3) Escalation of Commitments

* **Decision Making Based on the Field Model**

This model is used by most schools (including PTN / PTS Colleges) because it involves the participation of school residents (including PTN / PTS) in making decisions. Important techniques in making decisions based on the field are (1) Brainstorming, (2) Nominal group techniques, (3) Delpi technique, (4) Defenses that challenge what is considered good (devil’s advocate).

* **Decision Making Based on the Tree Problem Model**

The problem tree is a technique for identifying problems in specific situations, organizing and demonstrating this information as a series of causal relationships.

* **Decision Making Strategy Hunger & Wheelen Model**

Strategic decisions are long-term decisions. The long term within the provincial, district and city government is five years, so strategic planning (rensta) is valid for five years. However, the long-term understanding in the world of education is 4 years to 10 years. The medium term is one year up to 4 years and the short term is one year. Strategy comes from Greek, meaning stratos army and ago (leader). The meaning of strategy in the military world is to plan and direct large-scale military operations in moving troops to the most advantageous position before the actual battle with the enemy is carried out. Furthermore, the meaning of the strategy is related to or related to the strategy. Hunger & Wheelen (1996) provide several stages of the strategic decision making process. Six Decision Making Methods: 1. Decisions that lack response; 2. Decisions with authority; 3. Minority decisions; 4. Majority decisions; 5. Consensus decisions, and 6. Unanimous decision. Manning & Curtis divides one's decision-making style into four style tendencies, namely (1) Darwinian style, (2) Einstein style (3) Socrets style, and (4) Ford style. To find out one's decision making tendencies, questionnaires are used in four groups N Experiential (E), Reflective (R), Theorist (T), Active (A) there are ten choices for each group by filling in the number 1 = very inappropriate, 2 = incompatible , 3 = doubtful, 4 = suitable, up to the number 5 = very appropriate. Five pictures of trends in decision making style. 1. The tendency of Darwinian style of decision making style; 2. The tendency of Einstein's style of decision making style; 3. Trend style ford style decision making; 4. The tendency of Socrates style decision making style; 5. The tendency of a balanced style of decision-making style; In experiential n (e) groups are instinctual trust, feeling trust, must be perceptive, emotional involvement, must be awareness, use of intuition, present orientation, open experience, aware of events, real experiences. In the relective group (r) is attention to events, consideration of facts, measurement of influence, impartial findings, detailed statements, recording information, orienting evaluation, through observation, studying data, unusual inquiry.

In theorist group (t) is the development of opinions, consideration of potential, consideration of something, rational analysis, use of reasons, summary of truths, forward orientation, expression of ideas, forming theory-theory, abstract thinking. In the active group (a) it is the achievement of goals, exit attempts, discussion of actions, application of practice, performance of actions, application of solutions, achievement orientation, application of knowledge, dare to take risks, produce results.

**CHAPTER III DISCUSSION**

In this study respondonnya is semester 1 of the Economic education study program which is studying the introduction of Management with the Subject of Decision Making and Problem Solving. Questionnaire filled in according to experience when solving problems by giving a number in front of the questions provided. If 1 = very incompatible, 2 = incompatible, 3 = doubtful, 4 = suitable, and 5 = very appropriate. Then each of the values ​​e, r, t, and a and then the values ​​are entered on the numbers contained on the scale. The figures in table 5 are entered in Figure 7, so that a theoretical average (T) of 36.4 and active (a) 36.3 tend to make decisions about the application of science (Socrates). From table 6 above it appears that the theoretical (t) and active (a) number of 26 respondents 53.06% tend to make decisions about the application style of science (Socrates).

**CHAPTER IV CONCLUSION**

The results of this study, showed the most model decision making style. The application of science (socrates) was 53.06% then the practitioner style based on experience (Henry Ford) was 20.41%, while the least theoretical / academic style (Albert Einstein) 4.08%, and the researcher style (Charles Darwin) 14, 28%, and a balanced style of 8.16%.

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