

CHAPTER IV

CONCLUSION AND SUGGESTION

4.1 Conclusion

Luo Guanzhong's "Romance of the Three Kingdoms" brings the concept of leadership throughout the characters in the novel. For the first volume, the two character that stand out for having influential leadership. Those characters are Cao Cao and Liu Bei. Their leadership starts with the motives that make them leading in the war. The present writer can see also that the motives affect to the tactic they choose on leading a war and the influence they make to other people.

In the novel, there are three motives that can drive five warlords to lead troops in war. The first is to seek peace. The situation in the novel is chaotic and innocent people died. Liu Bei joins in the war to stop the war itself. The second is kinship and family, which drives Sun Jian on leading. He keeps the relation he has in civil and to gain the peace he wants that relates on people's kinship. However, his way is misled by stealing the Imperial Seal. The third is the hunger of power. Cao Cao, Dong Zhuo, and Yuan Shao have this motive on their leading. This brings their leadership only to drive people to offensive battles in order to get what they want.

With Liu Bei is a descendant from Emperor Jing, although he comes from poverty. What he seeks is the peaceful situation for Han Dynasty. His troops are mostly volunteers and it is not efficient to go alone, unless he can asks help from other. Different with Cao Cao, he comes from the family of the government's connection. He has advantages of understanding the military and high ego on making decision.

Liu Bei has likeable personality, but he lacks on decision making. He believes that all people are same with him. What the writer means is the people that works with him can be trusted. However, there are people, for the example Lu Bu or Cao Cao, cannot be trusted. Even though he has stronger subordinates like Guan Yu, Zhang Fei, and Zhao Yun, it is not enough. Not to mention the troops that work with him have lack of knowledge about military, so they are easily depleted in the war. The only superior point of Liu Bei himself is his attacking tactic that mostly defensive, but it is not enough. Thus, his leadership style is transformational.

With Cao Cao, his troops are numerous (but less than Yuan Shao's). In addition, he gets others from for example, the recruitment or they come because of inspiration from Cao Cao. His attacking tactic is offensive, even to the point to pressing the enemy to their weakest point. The first time, he is defeated, but he learns from it and he revises his strategies on attacking, even it means he has to hire three strategists. Not to mention, he has advantages on making stratagem or plannings that his opponent does not prepare at all. When his opponent thinks about a new strategy, he has already thought about its encounter (like the case in Battle of Guandu). He is crafty leader, so even his leadership is dictactor, he manages to treat his subordinates well to the point they are loyal to him and ready to sacrifice their lifes. This brings to the point that Cao Cao values them dearly and he weeps when they die, more than when his family die.

From the analysis, the writer can see that Cao Cao's leadership is more superior than Liu Bei's, although his leadership is dictactor. Liu Bei's weakness on his leadership brings fatal damage on his leadership compare to Cao Cao's.

4.2 Suggestion

The writer has done the research and discovers the traits and the leadership style between Cao Cao and Liu Bei, alongside with the influence to others. However, this study is far from perfect. There are theories that are not included in the study, like taoism, confucius, and legalism. The present writer hopes to the next researchers who want to do the similar research to implement these three theories to the research.

In the addition, for researchers who want to research the first volume of the novel, the present writer hopes for a research that talks about the importance of family relationship to help the army. The present writer discovers most of family relatives are working as subordinates, allies from other regions, or even become enemies. The present writer believes that this certain topic is interesting to be discussed because, for the example the reason of character A becomes enemy with character B (like in the case of Yuan Shao is the enemy of Yuan Shu, his own half-brother), or the reason that Sun Quan respects his father and older brother, even to the point that he is scared on leading, or in the case of Cao Cao recruits all his cousins to work with him. It can use the family relation theory and combines with the “Art of War” theory that focuses on the troops.