

Identification of Best Practices of Islamic Religious Education Management Leadership in the Era of Global Competition

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Abstract

The focus of this research is to identify best practice and management of Islamic education in the era of globalization which is full of global competition. The purpose of the research is to prepare Islamic education management that is considered good even though the challenges experienced in the world of education today are various. The research method used is qualitative with a literature review approach. The research data consisted of primary and secondary. Primary in the form of data that is considered almost the same from the title of this article which is found in several journals, both national and international. While secondary data is supporting data from the literature that is related to this article. The data analysis was carried out using an in-depth coding, interpretation and evaluation system of data. The results show that the best practice and management of Islamic education which is considered capable of competing in this era of globalization consists of transformational leadership, training, interactional, and several other leadership styles.

Keywords: *Identification, Best Practice, Islamic Religion, Management Leadership, And Global Competence.*

Identifikasi *Best Practice* Kepemimpinan Manajemen Pendidikan Agama Islam di Era Persaingan Global

Abstrak

Fokus penelitian ini untuk mengidentifikasi tentang best practice dan Manajemen pendidikan Islam di era globalisasi yang penuh dengan persaingan global. Tujuan dari penelitian untuk mempersiapkan manajemen pendidikan Islam yang dianggap baik walaupun tantangan yang dialami dalam dunia pendidikan saat ini beragam. Metode penelitian yang dilakukan adalah kualitatif dengan pendekatan kajian literatur. Data penelitian terdiri dari primer dan sekunder. Primer berupa data yang dianggap hampir sama dari judul artikel ini yang terdapat di beberapa jurnal baik nasional maupun internasional. Sementara data sekunder adalah data pendukung dari literatur yang mempunyai keterkaitan dengan artikel ini. Adapun analisis data yang dilakukan menggunakan sistem pengkodean, interpretasi dan evaluasi data yang mendalam. Hasil penelitian menunjukkan bahwa best practice dan Manajemen pendidikan Islam yang dianggap mampu untuk bersaing di era globalisasi ini terdiri dari kepemimpinan transformasional, pelatihan, interaksional, dan beberapa gaya kepemimpinan lainnya.

Kata-kata kunci: *Identifikasi, Best Practice, Agama Islam, Kepemimpinan Manajemen, Dan Kompetensi Global.*

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A. Introduction

Recently, the spirit of globalization of education in Indonesia is tremendous, such as the presence of various international standard educational institutions, such as national standard schools, Turkish schools, America, Japan, and other countries that participate in the prosperity of education in Indonesia ¹. Thus, without realizing it, Indonesian education, especially regarding management and leadership systems, will experience a very fast internalization because each of these countries certainly brings a management and service system that they have practiced in their own country and even in various countries as partners in education cooperation in the world not to mention spoiled world education when education is shifted to a remote system by relying on digital technology then it is an opportunity for various leadership management systems to be indirectly affected by how education is run by relying on software programs electronically. Domestic and international education programs are a forced step that must be national, but with the increasing presence of education from various developed countries to carry out their roles here, this is one of the best practices that can collaborate with education in Indonesia ².

When talking about best practices in education management and Leadership, many things must be considered ³. Because to achieve the best management practice, it is necessary to involve more internationalized thinking and movers, both in terms of improving human resources such as teachers and school leaders to governance. Arise involving various models of employee and management skills styles that can improve performance so that these human resources can contribute to the development of education in Indonesia. This is important because the concept and practice of good education practically involve various models and styles of Leadership that we call more effective in achieving results orientation, including how Leadership that serves transfers is characterized

¹ Amirudin Amirudin dan Iqbal Amar Muzaki, "Life Skill Education And It's Implementation In Study Programs Islamic Religious Education," *Jurnal Tarbiyah* 26, no. 2 (2019).

² Husna Amin dkk., "Issues and Management of Islamic Education in a Global Context," *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 3 (2021): 608–20.

³ Bradley S. Smith dan Vicki Squires, "The role of leadership style in creating a great school," *SELU Research Review Journal* 1, no. 1 (2016): 65–78.

by the possibility of being a change in an educational setting in an educational institution so that education So when all of these leadership models must be achieved, various solutions are considered so that it is possible to present various models of leadership management principles and practices that must be obtained in order to be able to create situations that turn on the aura ⁴.

Education in an institution in a small and government service in a larger one is essential. So, this is an important point when talking about the desired best practice in an educational practice contact that must empower leaders and allow experienced decision-makers to lift from the education under the Leadership they rely on. Some of the possibilities chosen indeed have experience both in practicing and in practicing their knowledge and skills. Various issues related to academic ability and experience certainly have theoretical and practical approaches, so various studies need to be carried out to get Management. Leadership perspective in various contexts in Indonesia to be offered that can be applied in the context of Islamic management education in the country, which today is indeed Islam with all its challenges that have begun to rise through various sectors, such as banking, education, business and religion itself and not from the leading sector in a country that is very plural like Indonesian ⁵.

So, if there is a lack of experience, knowledge, management skills, and good Islamic education governance, this will be less profitable for Indonesia, a Muslim country where Islam is currently proliferating. Thus, Indonesia needs leaders who are oriented to Islamic leaders who are rooted and experienced ⁶. So that these leaders have ways to mitigate the risks that are considered leaders as being able to mobilize human resources capable of optimizing existing natural resources to achieve the optimal planned educational goals, for this reason, various studies are expected to be able to answer the core of the problem by adhering to high-quality Leadership and executive education which of course requires collaboration between local, national and international so that it gives birth to a direction of

⁴ Matt Andrews, Lant Pritchett, dan Michael Woolcock, "Escaping capability traps through problem driven iterative adaptation (PDIA)," *World Development* 51 (2013): 234–44.

⁵ Nick Foskett, "Markets, government, funding and the marketisation of UK higher education," *The Marketization of Higher Education and the Student as Consumer*, London: Routledge, 2010, 25–38.

⁶ Diane Huber, *Leadership and nursing care management-e-book* (Elsevier Health Sciences, 2017).

leadership diversity and is also able to import various skills that exist and can be adopted into Leadership. In Indonesia, local education and education, especially Islamic educational institutions, can improve learning achievement under best practices possessed by various leadership styles oriented to Islamic education ⁷.

Getting the idea of Islamic association. "Hardly any Muslims are capable in associations as shown by the Islamic viewpoint, and the most dependable methodology in accomplishing the objectives of offshoots, business, and non-business subsidiaries the same ⁸. An individual can contribute as essential given the development and progress expected of the organization, yet here and there, they might work in a culture that Islam does not administer. In various cases, Muslims might battle wildly with one another inside the organization, yet in some way or another comes the absence of correct foundation information and insights about Islam. In this manner, they might complete requests in a way that is in opposition to Islam.

As a religion, Islam welcomes a significant effect on Muslims as people. This connects with themselves to work and perform better. As a Muslim, the work and practice of the Prophet Muhammad (saw) and his friends must be undaunted in self-association, alliance, and, shockingly, the state. The Islamic association rehearsed by the advancement of past Muslim people is helpful that Muslims have the choice of vanquishing a large portion of the world ⁹. Notwithstanding, the most popular way to deal with investigating portrayals and norms requires a set of experiences and legitimacy check beginning to end of the person who achieved the work. The focus on Islamic association can be viewed as lost when it shows up diversely according to western authoritative composition. Similarly, rather than the issue of Islamic finance and Islamic Banking and Finance (IBF), the

⁷ Richard DuFour dan Robert J. Marzano, *Leaders of learning: How district, school, and classroom leaders improve student achievement* (Solution Tree Press, 2011).

⁸ Richard W. Bulliet, *Conversion to Islam in the medieval period* (Harvard University Press, 2013).

⁹ K. M. Mohiuddin dkk., "Seasonal and spatial distribution of trace elements in the water and sediments of the Tsurumi River in Japan," *Environmental monitoring and assessment* 184, no. 1 (2012): 265-79.

conversation and dissemination of Management as shown by the Islamic viewpoint (MIP) is uncommon ¹⁰.

With the last point of this paper, the pioneers, as per the Islamic viewpoint, are recommended as Islamic organizations. Notwithstanding the restricted looks at carried on Islamic associations, there are as yet numerous Muslim affiliations that guarantee that they practice Islamic associations in their standard business processes, particularly in Malaysia. An audit led by ¹¹ on Islamic human asset rehearses and conclusive executions in Islamic relations in Malaysia considers executions, in general, to be moderate. The divulgence is problematic given the consciousness of intriguing affiliations with conceivable Islamic associations. Then, this examination aims to investigate the comprehension of Islamic pioneers towards Islamic chamber thought in their connection and explore the effect of executions on the portrayal and moderate executions.

Hereafter, the need to investigate the organizing and use of Islamic hierarchical practices by Muslim managers becomes principal and essential to choose to acculturate the authoritative Islamic model from here onward ¹². Likewise, this study attempts to diminish the opening by featuring how well the chief comprehends and runs Islamic associations inside their affiliations. Today, aside from Islamic financial issues, there is a massive expansion in the production of food sources that case to be Good Manufacturing Practice guaranteed, which incorporates all pieces of expanding the assortment of halal food, from managing, taking care of to restricting. Subsequently, there is a real need to inspect how chiefs might interpret Islamic administration thought and practice. This audit paper desires to investigate the degree of consciousness of Muslim pioneers rehearsing Islamic organizations from their affiliations. This study is exceptionally essential to depict the improvement of Islamic associations, particularly in Malaysia. Subsequently, it implies figuring out the comprehension of Muslim

¹⁰ Ab Halim Tamuri, Muhamad Faiz Ismail, dan Kamarul Azmi Jasmi, "Komponen Asas untuk Latihan Guru Pendidikan Islam [Basic Components for Islamic Education Teacher Training]," *Global Journal Al-Thaqafah* 2, no. 2 (2012): 53–63.

¹¹ Abdul Ghani Azmi Ilhaamie, "Service quality in Malaysian public service: some findings," *International Journal of Trade, Economics and Finance* 1, no. 1 (2010): 40.

¹² Zamir Iqbal dan Abbas Mirakhor, *An introduction to Islamic finance: Theory and practice*, vol. 687 (John Wiley & Sons, 2011).

bosses, following the compositions introduced by specialists. What is their evident appreciation for the act of Islamic associations? What are the difficulties they face? What number of practices in the execution of Islamic associations at subsidiary occasions? These evaluations are facilitated by going with investigation goals to address this interest ¹³.

B. Methods

We can say that this study aims to identify the best practices of Leadership and Management of Islamic education in an era of competition that is no longer local, national but international. So, to answer the problems above, we researchers have collected several kinds of literature that we got electronically with the help of the Google Scholar engine as a data searcher. We continue with an in-depth study under the phenomenological approach of a data collection system as much as possible to be studied to find relevance or relevant essence. Answer the problem. In short, our study involved a data coding system, data analysis, critical interpretation of the data, finally, drawing conclusions that we believe answered the problems and hypotheses of the study ¹⁴.

Meanwhile, our data search was conducted electronically on online literature sources, journals of educational publications; Google Scholar, Sugepub, Eric, taylor and Francis, elsavier, and other national publication. Then we report them in the form of a descriptive qualitative design taking into account the principles of data accuracy and validity for the qualitative category. Of course, we follow the guidance and models that have been written by several data qualitative experts so that we have a study system guide or descriptive qualitative method for secondary data ¹⁵.

¹³ Dorra Yahiaoui, Samer F. Nakhle, dan Elaine Farndale, "Culture and performance appraisal in multinational enterprises: Implementing French headquarters' practices in Middle East and North Africa subsidiaries," *Human Resource Management* 60, no. 5 (2021): 771–85.

¹⁴ Frederick Erickson, "Qualitative research methods for science education," dalam *Second international handbook of science education* (Springer, 2012), 1451–69.

¹⁵ Charlotte Hoffmann, *Introduction to bilingualism* (Routledge, 2014).

C. Result and Discussion

Making a positive learning society in school is one of any instructor's most significant testing positions ¹⁶. That is because training is not simply about going to class and giving a talk. It likewise has a ton to do with imparting certainty and motivation in youthful personalities and propelling them to do well in their lives. It is fundamental to find out about viable initiative practices that can be continued in school. There is a wide range of viable initiative styles utilized in schools that is one of the Goleman authority styles, is quite possibly the best one. It utilizes the essential standards of a majority rule government to track down answers for specific issues. To comprehend how a majority rules government functions in the homeroom, we first need to realize a vote-based system ¹⁷.

To do as such, a portion of the free majority rules system expositions can help us out an incredible arrangement. Whether we are chipping away at an exploration paper or expositions about majority rule government or the popularity-based administration style, taking a gander at a portion of the free model's accessible internet-based will give us a solid base to work. To assist us with composing the exposition about the different instructive initiative styles, probably the best ones have been recorded underneath. There are a lot more than we can explore. However, these are a couple of the most well-known ones that will consider how different administration styles are utilized in the homeroom and overall school structure. ¹⁸.

D. Democratic leadership style

As is commonly understood, Leadership is a human activity in social life. Leadership comes from the word "lead," based on the translation ¹⁹. By meeting

¹⁶ Brandi N. Frisby dan Matthew M. Martin, "Instructor–student and student–student rapport in the classroom," *Communication Education* 59, no. 2 (2010): 146–64.

¹⁷ Yousif Abuidris, Rajesh Kumar, dan Wang Wenyong, "A survey of blockchain based on e-voting systems," dalam *Proceedings of the 2019 2nd International Conference on Blockchain Technology and Applications*, 2019, 99–104.

¹⁸ Ali Algahtani, "Are leadership and management different? A review," *Journal of management policies and practices* 2, no. 3 (2014): 71–82.

¹⁹ Ebrahim Hasan Al Khajeh, "Impact of leadership styles on organizational performance," *Journal of Human Resources Management Research* 2018 (2018): 1–10.

the "leader," he wants to lead and demonstrate his methods and instructions. However, there is a dreamer, orientation, direction, and another feeling regarding education and training to work alone. From the word lead to the word leadership development, it describes every leadership topic and its activities. In another perspective, Leadership is an activity that influences the behavior of others and aims to achieve specific goals. He also concluded that Leadership is a process that influences human behavior so that others can ask the leader to achieve agreed goals. Leadership style reflects the personality/actions of the leader himself ²⁰. The combination of "leadership behavior" and "leadership style" is the key to successful Management in an organization. Not only that, but further Leadership is also needed at a broader level, both the local, regional, and even state levels. Several management experts have revealed the topic of Leadership ²¹.

In this regard, George R. Terry argues, "leadership is the activity of influencing people and working together to achieve group goals voluntarily." From the above explanation, it can be concluded that it explains the relationship between leaders and the various activities produced by leaders. Leaders can unite people and guide them to achieve specific goals. To achieve the goals desired by leaders, they need skills to organize. Some experts have conceptualized Leadership. According to ²² leadership is a structured series of activities in the form of the ability to influence the behavior of others in certain situations and work together to achieve specific goals. At the same time, George Terry explained that Leadership is a close relationship between a group of people and leaders. In this case, this pattern influences others to work together consciously to achieve the leader's desires. In another case, Ordway Tide describes Leadership as the activity of influencing people to work together to achieve a common goal ²³.

²⁰ Howard Lune dan Bruce L. Berg, *Qualitative research methods for the social sciences* (Pearson, 2017).

²¹ Pavlos Evangelides dan Nikos Karfakis, "Leaderships Styles, Preferences and Effectiveness: Empirical Evidence from the Cyprus Banking Sector," *Acta Universitatis Danubius. Oeconomica* 15, no. 2 (2019).

²² Hatem Radwan Ibrahim Radwan, "Leadership styles in the hotel sector and its effect on employees' creativity and organizational commitment," *International Journal of Social and Business Sciences* 14, no. 3 (2020): 169-79.

²³ Janet C. Fairman dan Sarah V. Mackenzie, "How teacher leaders influence others and understand their leadership," *International Journal of Leadership in Education* 18, no. 1 (2015): 61-87.

The democratic leadership style is the ability to work together to achieve the goals set by the various activities between the leader and his subordinates. This style is sometimes referred to as a leadership style that focuses on cooperation, counseling, and participation ²⁴. The person in charge of being a leader consults with his subordinates. He will work with them to develop the decision-making process. The characteristics are: (1) the leader's authority is not absolute, (2) the leader is willing to delegate some authority to his subordinates, (3) decisions and policies are shared between leaders and subordinates. (4) Messages are exchanged between leaders and subordinates. (5) there is monitoring from subordinates on the leader's actions. (6) Initiatives can come from subordinates. (7) provide opportunities for subordinates to give advice ²⁵.

E. Authoritative leadership style

The first is the Autocratic style. This pattern is characterized by many leader indicators and is severely constrained by the lack of a subordinate role in planning and decision-making ²⁶. The leader unilaterally determines the roles, methods, and time required to perform various tasks. Leaders, in this case, are those who command and demand obedience. He will be able to give rewards or punishments based on the ability to appreciate and impose punishment. The autocratic leadership style is the ability to influence others so that all leadership activities take place independently and are ready to work together to achieve their goals. The characteristics of the authoritarian leadership style are: (1) absolute power focuses on the leader, (2) decisions are always made by the leader, (3) politics is always made by the leader, (4) communication is the initial introduction to monitoring the location, actions, and activities of subordinates. accurately. (5) There is no opportunity for subordinates to give consideration or comments. (6)

²⁴ Aulia Diana Devi dan Subiyantoro Subiyantoro, "Implementation of Democratic Leadership Style and Transformational Head of Madrasah in Improving The Quality," *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 1 (2021): 14–26.

²⁵ Chukwuemeka Odumegwu, "Democratic Leadership Style and Organizational Performance: An Appraisal," *Development* 9, no. 3 (2019).

²⁶ Franco Gandolfi dan Seth Stone, "The emergence of leadership styles: A clarified categorization," *Revista De Management Comparat International* 18, no. 1 (2017): 18.

demands unconditional devotion from believers; (7) Vulnerable to coercion, intimidation, and punishment ²⁷.

This leadership style is characterized by a network of executives that allows decision-making situations by subordinates. In this case, members of the organization are expected to solve their problems ²⁸. His personality strongly influences the leadership style of the leader here. Subordinates have been trained to perform activities for which Leadership cannot be performed for a certain period for various reasons. Delegative leadership style is best for highly skilled and motivated employees. The leader does not give instructions to his subordinates, but the leader provides more support to them. Some of the types or models of Leadership above are commonly studied in organizational aspects. Of course, each model has its strengths and weaknesses. In this case, for example, the authoritarian leadership model does not have an entirely negative aspect that the model is also needed for urgent purposes. This also applies to several other models. However, religion developed in society has also given birth to its leadership model. Islam, in this regard, also advocates a somewhat different model of Leadership ²⁹.

F. Training leadership style

Every individual has different authority styles and propensities. The initiative style is a personal attribute of a pioneer that are many kinds of initiative styles on the planet, particularly in Indonesia ³⁰. While interfacing with somebody whose initiative style and propensities are like our own, correspondence is generally more straightforward. Nonetheless, while working with individuals whose initiative style is not the same as our own, correspondence and coordinated effort can be troublesome. A portion of the significant elements to think about while working with people with various initiative styles are adaptability,

²⁷ Nadeem Bhatti dkk., "The impact of autocratic and democratic leadership style on job satisfaction," *International business research* 5, no. 2 (2012): 192.

²⁸ N. Iqbal, S. Anwar, dan N. Haider, "Effect of leadership style on employee performance," *Arabian Journal of Business and Management Review* 5, no. 5 (2015): 1–6.

²⁹ Nina Hoel, "Engaging religious leaders: South African Muslim women's experiences in matters pertaining to divorce initiatives," *Social Dynamics* 38, no. 2 (2012): 184–200.

³⁰ Valliappan Raju, "Theory of Lim law: Leadership style," *Eurasian Journal of Analytical Chemistry* 13, no. 6 (2018): 125–36.

eagerness, and the capacity to see things according to the following individual's perspective. Compelling pioneers should have the option to track down the correct method for working with an assortment of authority styles, feature positive qualities in others, and limit the gamble of divisions related to various administration styles. This preparation will thoroughly investigate an individual's initiative style and inclinations and is extremely valuable for staff who have subordinates like bosses, administrators, and chiefs ³¹.

G. Groundbreaking authority styles

Accomplishing objectives is the primary concentration in the association ³². Nonetheless, this objective cannot forever be accomplished without a hitch; truth be told, numerous business associations are bankrupt because of different troubles, like monetary hardships, promoting, development, contest, and other significant challenges. These issues will become more complicated on the off chance that not tended to right away. In like manner, government associations regularly experience disappointments in offering assistance to the local area, which thus sets off individuals to communicate their disappointment in inelegant ways. Different authority styles have been applied, yet because of quick natural changes, for example, changes in correspondence innovation and the improvement of local area ideal models, it requires the execution of initiative styles that are as per these changes. One choice to take care of this complicated issue is to utilize a groundbreaking authority approach.

Groundbreaking administration is a thorough and coordinated authority capacity required for people, gatherings, and associations to create changes set apart by changes at each phase of action ³³. In the meantime, the substance of groundbreaking authority is found during the time spent rousing, creating, and

³¹ Choi Sang Long dkk., "The impact of transformational leadership style on job satisfaction," *World Applied Sciences Journal* 29, no. 1 (2014): 117–24.

³² Anastasios Zopiatis dan Panayiotis Constanti, "Leadership styles and burnout: is there an association?," *International Journal of Contemporary Hospitality Management*, 2010.

³³ Fransiskus Sawan dan Santi Anugrahsari, "Transformational Leadership in Education: A Meta-Synthesis and Its Implication for Education in Covid 19 Pandemic Era 1," *HISPI: Himpunan Sarjana Ilmu-Ilmu Pengetahuan Sosial Indonesia* 1, no. 1 (2021): 111–21.

enabling supporters³⁴. Subsequently, the groundbreaking initiative is a course of motivating and enabling people, gatherings, and associations. As of late, the groundbreaking authority has been created to manage future changes by changing individual ideal models and values in associations to help accomplish authoritative objectives and dreams. The term groundbreaking initiative was initially begotten by Downton in 1973 and created by a political social scientist, MacGregor Burns, in 1978³⁵. In his exploration, Burn associates the job of administration with adherent. Consume expressed that the Pioneer's errand is to energize the excitement of his supporters to accomplish a shared objective.³⁶ expressed that groundbreaking administration is essential, maybe because groundbreaking initiative underlines inborn inspiration and underscores the improvement of supporters. This assertion, even though there is the word maybe. Can build up that rousing adherents is one of the qualities of groundbreaking authority. In the interim, different parts of groundbreaking authority are: Groundbreaking authority can be deciphered as a cycle to change and change people so they will change and work on their quality, which includes intentions, the satisfaction of requirements, and regard for their subordinates. Through initiative preparation, it is trusted that pioneers can become groundbreaking pioneers.

The following are four groundbreaking initiative elements: Glorified impact: the Pioneer turns into an ideal good example which can be utilized as an excellent example for his subordinates, trusted, regarded, and ready to settle on the best choices for a long-term benefit. Moving inspiration: pioneers can persuade every one of their subordinates to focus on the association's vision and support the group to be excited about understanding the association's vision, mission, and objectives. Scholarly excitement: pioneers can encourage innovativeness and advancement by creating insightful and decisive reasoning abilities that emphasize arrangements to improve the association. Individual thought: the Pioneer can be a mentor or coach and a spot for counsel.

³⁴ A. Yulk Gary, "Kepemimpinan Dalam Organisasi," *PT. Indeks, Jakarta*, 2010.

³⁵ Laurel L. Northouse dkk., "Interventions with family caregivers of cancer patients: meta-analysis of randomized trials," *CA: a cancer journal for clinicians* 60, no. 5 (2010): 317–39.

³⁶ M. B. Bernard dan Ronald E. Riggio, "Transformational leadership," *Future Challenges and Applications*, 2006, 224–25.

H. Islamic administration and leadership model

The ideal chief, an Islamic pioneer, is energy for everybody. Since this Pioneer will bring the association, organizer, land, and mother, the Pioneer is vital to bring about some benefit for individuals. Imam al-Mawlawi implied the regulations and objectives of authority in the choices of the Crusaders. He said that laying out a position of authority in Islamic assessment is an absolute necessity in public activity. Also, he said, the presence of a forerunner in his administration is vital. For instance, this implies that authority has two objectives: (1) Values in religion, which is an option in contrast to the prophetic mission to safeguard religion; (2) and Siyasati advertisement Dun to run or administer world issues. The reason for authority is to feel safety, equity, and notoriety, maintain Ammar Maarouf Nahi Munkar, care for individuals, and oversee and take care of cultural issues. (3) Speaking of lawful inquiries in Islamic administration, the presence of lawful initiative is obligatory ³⁷. In any case, specialists are separated on whether it is required or lawful. A few gatherings say they are submitted because they appear to be legit to go after to dispense with defilement, damage, and division brought about by a gathering or gatherings. Others contend that judgment is mandatory since authorities are selected straightforwardly from Sharia in his orders, as in QS. An-Nisa' refrain 59.

Islamic Leadership is Leadership that always adheres to or is based on the provisions or teachings contained in the Qur'an and Hadith. Islamic Leadership is a process or way of influencing from a leader to his subordinates or subordinates aimed at achieving organizational goals where the way of influencing is based on the rules contained in the Qur'an and hadith. Moreover, direction to the leader and his Leadership can change the views or mental attitudes that have hindered and faced a group of people or individuals ³⁸. In addition to being a religious leader, Prophet Muhammad SAW was also a leader of the state. In all areas of life, the Prophet carried out the essence of the main points of the life of a country and its

³⁷ Jay R. Galbraith, *Designing organizations: Strategy, structure, and process at the business unit and enterprise levels* (John Wiley & Sons, 2014).

³⁸ Duaa Abu-Sinn dkk., "Pelvic and Ovarian Recurrence of Small HPV-associated Cervical Adenocarcinoma With Transformation to Neuroendocrine Carcinoma," *International Journal of Gynecological Pathology* 40, no. 6 (2021): 541–48.

people. The success of the Leadership of the Prophet Muhammad SAW cannot be separated from three things. Namely, holistic leaders accepted and proven. The holistic Leadership of the Prophet Muhammad SAW can be seen from the defense strategies applied in society and war. Almost all the wars he led always won. Public safety is also a priority Citizens get protection regardless of whether they are Muslims or non-Muslims ³⁹.

I. Ideal Leadership for millennial Muslims

What initiative preparation would it be possible for them to have for what is to come? Critical thinking Decision Making. Critical thinking preparation will be a genuinely necessary ability later on, not simply critical thinking abilities. Critical thinking is a mentality or outlook that will bring a roundabout way to positive and arrangement thinking. In this highly unique Digital Age, an uncommon demeanor is required, particularly managing things that turned into an issue out of nowhere ⁴⁰. Compelling pioneers foster better approaches for working by adjusting just to what is going on in the rest of the world and not inside the association's limits. They imagine and plan the higher perspective to the first and afterward make an account for everybody to adjust work to it. Persuasive authority takes discipline and practice similarly to building some other propensity. Represented considerable authority in initiative preparation, focused on these practices ⁴¹.

J. Defenseless Leadership

Weak Leadership is a hypothesis that pioneers work with groups to recognize what changes are expected to develop conditions further. It is assessed that this initial preparation is one of the ways of expanding inspiration, confidence, and work execution. The cycle upholds and draws in colleagues, providing them

³⁹ Asma Barlas, *Believing women in Islam: Unreading patriarchal interpretations of the Qur'an* (University of Texas Press, 2019).

⁴⁰ Supaat Supaat dan Salmah Fa'atin, "The Muslim Millennial family typology: the role of Muslim family circumflex model to avoid parents' violent behavior against children in Indonesia," *Indonesian Journal of Islam and Muslim Societies* 9, no. 1 (2019): 57–81.

⁴¹ M. Affan, "The threat of IS proxy warfare on Indonesian Millennial Muslims," *Indonesian Journal of Islam and Muslim Societies* 8, no. 2 (2018): 199–224.

with a feeling of force in coordinating the work. This makes everybody a good example, motivating their group to participate similarly ⁴².

Numerous administration specialists have offered their viewpoints about the initiative. For this situation, "Authority is exercised to impact individuals to need to cooperate to accomplish bunch objectives willfully." From the definition above, it very well may be reasoned that in the initiative, there is a connection between the Pioneer and the different exercises created by the Pioneer. A pioneer is somebody who can join individuals and can guide them to accomplish specific objectives. To accomplish the objectives wanted by a pioneer, he should control his authority climate ⁴³.

The authority that accentuates two elements of authority conduct is what he named "starting design" and "thought" (thought). Starting construction is the Pioneer's way of behaving in deciding the functioning relationship with his subordinates and his endeavors in laying out hierarchical examples, correspondence channels, and transparent work methodology ⁴⁴. At the same time, though, is the way of behaving of the forerunner in showing kinship and regard in the functioning connection between the Pioneer and his subordinates in work. From the portrayal above, it very well may be presumed that administration is "the method involved with impacting the exercises of an individual or gathering to accomplish objectives in specific circumstances." From this meaning of initiative, it tends to be inferred that the authority interaction is an element of pioneers, adherents, and other situational factors. It ought to be noticed that the definition does not refer to a particular sort of association. Experiencing the same thing where somebody attempts to impact the way of behaving of someone else or bunch, authority occurs now and then, whether its exercises are focused in the

⁴² Melissa K. Carsten dan Mary Uhl-Bien, "Ethical followership: An examination of followership beliefs and crimes of obedience," *Journal of Leadership & Organizational Studies* 20, no. 1 (2013): 49–61.

⁴³ Douglas R. Seals dan Simon Melov, "Translational geroscience: emphasizing function to achieve optimal longevity," *Aging (Albany NY)* 6, no. 9 (2014): 718.

⁴⁴ Marco Cretì, "Leadership towards a dual ecological and digital transition, the validity of the new European industrial strategy," 2021.

business world, instruction, medical clinics, political associations or families, networks, even countries, and nations ⁴⁵.

In the meantime, ⁴⁶ proposes 8 (eight) qualities of authority from pioneers, precisely: (1) Energetic, have mental and physical strength; (2) Emotional stability, must not have lousy prejudice against his subordinates, do not get angry quickly and must have considerable self-confidence; (3) Have knowledge of the relationship between humans; (4) Personal motivation, must have a desire to be a leader and be able to motivate yourself; (5) The ability to communicate, or skills in communicating and or negotiating; (6) Ability or skill in teaching, explaining, and developing subordinates; (7) Social skills or social sense skills, in order to ensure the trust and loyalty of their subordinates, likes to help, is happy when their subordinates are advanced, friendly, and flexible in getting along; (8) Technical ability, or the ability to analyze, plan, organize authority, make decisions and be able to formulate concepts⁴⁷.

Then, successful Leadership in the age of globalization, according to Dave Ulrich, is: "It is a product of credibility and capability." Credibility is a leader's characteristics, such as competencies, traits, values, and habits that subordinates and their environment can trust. Meanwhile, the capability is the leader's ability to organize the vision, mission, and strategy and develop human resources for the benefit of advancing the organization and region—his Leadership ⁴⁸. Personal credibility is displayed by leaders who show competencies such as having expert power and positive traits, values, and habits (moral character) when multiplied by the leader's ability to organize the organization's vision, mission, and strategy. A clear area will be a force in running the organization/region to achieve its goals.

⁴⁵ Peggy Levitt dkk., "Transnational social protection: Setting the agenda," *Oxford Development Studies* 45, no. 1 (2017): 2–19.

⁴⁶ Tim Beach dkk., "Ancient Maya impacts on the Earth's surface: An Early Anthropocene analog?," *Quaternary Science Reviews* 124 (2015): 1–30.

⁴⁷ Kamel Saleh Khalifa Elgelal dan Noermijati Noermijati, "The influences of transformational leaderships on employees performance (A study of the economics and business faculty employee at University of Muhammadiyah Malang)," *APMBA (Asia Pacific Management and Business Application)* 3, no. 1 (2015): 48–66.

⁴⁸ Dilek KOÇAK, "New Leadership Dynamics in the Information Age: Lateral Leadership and Thought Leadership," *Kocaeli Üniversitesi Sosyal Bilimler Dergisi* 2, no. 38 (2019): 223–41.

Leadership in Islam Islamic leadership is Leadership based on Allah's law. Therefore, the leader must be the one who knows the most about Divine law ⁴⁹. After the imams or caliphs die, the Leadership must be held by faqih, who meet the requirements of the Shari'a. A 'fuqaha assembly' must be formed." In Islam, the ideal chief figure who is a genuine model and good example, even leniency for people (rahmatan lines) and kindness for nature (rahmatan Lil Alamin) are Muhammad Rasulullah SAW., as would be natural for him: "To be sure, the Messenger of Allah (saw) plays a decent part model for you (that is) for the individuals who expect (the benevolence of) Allah and (the approaching of) the Day of Judgment, and he regularly refers to Allah." (Surat al-Ahzab [33]: 21). Each person is a pioneer, basically ahead of all his power. Also, every Pioneer will be considered responsible for all his administration. This is as affirmed in the expressions of the Prophet Muhammad, and that implies as follows: "Recollect! Every one of you is a pioneer and will be considered responsible for his administration, a spouse is the head of his family, and he will be considered responsible for his authority; a lady is a pioneer for the family life of her better half and kids, and she will be considered responsible for her initiative. Keep in mind. You are the Pioneer and will be considered responsible for his initiative" ⁵⁰.

K. Conclusion

In this final section, the author would like to conclude a series of data studies and discussions of studies that aim to identify and discuss the Leadership and Management of Islamic education in the global era. Through this identification, we have obtained input from various latest sources, namely evidence of scientific studies from various perspectives and the views of experts. Furthermore, challenges when education wants to achieve a global era competition. The data also emphasizes that through best practices carried out by individuals who have capabilities in the fields of Leadership and Management, the educational history will record a victory and advantage compared to educational practices that are not

⁴⁹ Ahmad Fauzan, "Leadership character according to Imam Al-Mawardi and its relevance in Indonesia: The study of the book Of Al-Ahkam As-Sulthaniyyah," *Jurnal Penelitian*, 2018, 39-50.

⁵⁰ Farhat Aziz, Syed Naeem Badshah, dan Barkat ullah Khan, "Innovative Leadership Principles for Peace building in Society An Analysis in Islamic Perspective," *Acta-Islamica* 9, no. 1 (2021): 1-17.

avored by good Management, especially the demands of today's situation where The tongue is a crucial component to mobilize educational participation, both students and teaching staff, and other components including human resources, human resources, natural resources, and other aspects that contribute to the success of education in the field.

So through this gap, we would like to convey that there are several essential points that we have reviewed, and we believe this can provide an adequate answer to the problem and the hypothesis of our study. As for some critical points that we have reviewed, We believe this is an answer that can satisfy this rich question: the democratic leadership style of education. Why is this important in an era full of competition? Of course, this is different from the era where the implementation of education was circulated in the past, and this is not possible in the current era considering the current era of good Leadership is the possibility of giving what the student staff wants. The state of being a leader must be able to move in a democratic way respecting all aspirations and acting based on the organization's interests. Next, we summarize another leadership model, which we call the educational leadership style with an authoritative system. This means that the educational leadership style tends to be a bit authoritarian and is challenging to equate with the system applied to democracy; this authoritarian system relies a little on a role rather than being a follower. In other words, we are not given any determinants or roles. Alternatively, methods are desired by the organization.

Furthermore, we have also compiled educational leadership styles in Islamic marriage schools, including an education system with a training style. We mean this contemporary management style provides opportunities for individuals to understand better and are invited to be informed of all that is related to implementation planning. Moreover, evaluation means that the leader here does not stand alone but has the will to invite all members to achieve one vision with a teaching system and even jasmine. Next, we also have a leadership system that is a little auto read and where this system holds fast to a trusted leader who has absolute power over methamphetamine in Medan to achieve an organizational goal, today's system still seems to exist even though today when it enters the era of free competition where democracy has started to emerge from these things.

Likewise, we summarize how ideally Muslim leaders are in this millennial era a little more. Among other things, in this millennial era, the most important thing is that a leader must allow his followers to be able and think creatively. Critical people can make the right decisions and have a level of creativity, and they are all given the ability to work together to complete their tasks fully. Likewise, we have summarized how the administrative Leadership and management model of Islamic education is ideal. This means that Islam has a leadership system that is Pioneer in nature where all members are given equal opportunities then the manager of this organization must prioritize good character and have vital and more conservative responsibilities which see that the bona fides of all the results are shared and here pursuing a commonality of principles and views so that this is part of what is called the operating system in religion, namely for the common good, namely charity *ma'ruf nahi mungkar*.

We believe that through exposure to various views and perspectives from experts both to modern-day leadership experts as well as Islamic-based Leadership and management experts sourced from the holy Qur'an and also scientific books are written by many scholars who have proven to have success in organizations. religious.

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