

LITERATURE STUDY: THE CONCEPT OF LEADERSHIP IN ISLAMIC PERSPECTIVE

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Abstract

Leadership plays a crucial role in shaping the direction and success of communities and organizations. In the Islamic context, leadership is seen as more than just a managerial responsibility; it touches on a deep spiritual and ethical dimension. This article explores the discourse on leadership in a variety of viewpoints, including politics, economics, and the ideologies of capitalism and socialism. This article specifically focuses its study on the perspective of Islamic leadership, by elaborating the verses of the Qur'an thematically. The author argues that the teachings of Islam play a strategic role in shaping the ideals of Justice, benefit, and truth. Leadership based on Shari'ah is believed to prevent leaders from personal or group interests that undermine commitment to truth and Justice, which will ultimately bring benefits to the community they lead. This research reinforces the understanding of the concept of leadership in Islam and serves as a guide for individuals who exercise leadership roles in Muslim societies. Muhammad, in *Leadership in Islam: a Comprehensive Guide*, emphasizes that it is important to integrate Islamic principles with good leadership practices, so that leaders are not only effective, but also morally and ethically responsible

Keywords: Islam, Benefits, Justice, Leadership, Shari'ah

Introduction

Leadership plays a crucial role in shaping the direction and success of communities and organizations. In the Islamic context, leadership is seen as more than just a managerial responsibility; it touches on a deep spiritual and ethical dimension. Fazlur Rahman in his work *Islam and Modernity*, emphasizes that leadership in Islam must be able to integrate worldly demands with spiritual obligations, so that the leader not only performs administrative duties but is also responsible for the welfare of the Ummah. (Fazrul, 1984). Further, John L. Esposito in *Islam and Politics* argues that leaders in the Islamic tradition have an obligation to uphold justice and integrity, create a just and prosperous society, and make moral principles the main guide in every decision taken. (Esposito, 1984).

Leadership in the economy is a very important aspect in building sustainability and community well-being. In an economic context, a leader is expected to have the ability to manage resources, make wise decisions, and lead with integrity to achieve goals that benefit society. Effective leadership in the economy can create economic stability, promote growth, and reduce social inequality. In the Islamic view, leadership also has a very important role in managing the economy and social life. Islam teaches that a leader must have a noble character, fair, and able to maintain trust in every decision taken. The concept of leadership in Islam is not only limited to the management of power, but also related to moral and social responsibility towards the Ummah. In Islamic economics, all economic activity should be based on the principles of fairness, avoiding usury, promoting equitable distribution of wealth, and emphasizing the importance of cooperation between individuals and communities.

Leadership is an essential element in the lives of individuals, communities, and organizations. In Islam, leadership is not only seen as a position of authority, but also a trust that must be exercised with full responsibility. The concept of leadership in Islam is derived from the Qur'an, Hadith, and leadership practices of the Prophet Muhammad and his companions. The leader in Islam has the main duty to ensure the achievement of the benefit (maslahat) for the people and uphold the principles of justice, truth, and

virtue. Islam emphasizes that leadership is a form of Service (khidmah) to the community, not merely an opportunity to gain power. The ideal leader must have certain characteristics, such as trustworthiness (trustworthy), fair, honest, knowledgeable, and able to lead wisely.

Leadership is a fundamental element in human life, both in the context of individuals, organizations and society. In an economic perspective, leadership acts as a driver of innovation, efficiency, and economic growth. Effective leaders are able to create a clear vision, manage resources optimally, and encourage cooperation in achieving economic goals. Leaders who have managerial skills and a deep understanding of market dynamics can help address economic challenges, including inequality and unemployment.

Meanwhile, in the Islamic perspective, leadership (Imamate) is not only seen as a worldly responsibility but also as a divine mandate. Leaders in Islam are expected to have qualities such as fair, honest, trustworthy, and able to bring people to prosperity that is balanced between material and spiritual aspects. Islam emphasizes that a leader is responsible not only to his people but also to Allah SWT. Principles such as Shura (deliberation), Justice, and wisdom are the foundation in exercising leadership (Abbas, M.,2015).

Collaboration between economic and Islamic perspectives in leadership becomes relevant in building a prosperous and just society. Leaders who apply sound economic principles grounded in Islamic values are expected to create an inclusive economic system, encourage equitable distribution of wealth, and ensure a balance between individual and community interests. By understanding the concept of leadership from an economic and Islamic perspective, it is expected that a generation of leaders will be born who are not only able to bring material progress but also maintain the moral and spiritual integrity of the community (Chapra, M. U.,2008).

The aim of this study was to analyze the characteristics of the ideal leader in Islam based on the teachings of the Quran, which provides a framework for leaders to adhere to principles relevant to modern social and organizational needs. As outlined by Syed Abul Ala Maududi in *Towards Understanding Islam* (Mawdudi, 1981), leadership in Islam cannot be separated from high ethical and moral values, which must be the basis in decision making.(Baghda, 450 C.E.).

Theoretical studies

In an economic perspective, leadership plays an important role in decision-making that affects the effectiveness of an organization or institution. Leaders are considered the main drivers in managing human and material resources to achieve certain economic goals. In Islam, leadership (imamah or qiyadah) is a great mandate aimed at the benefit of the people. Leaders are responsible not only to humans but also to Allah SWT.

Economic and Islamic perspectives have common ground in emphasizing the importance of integrity, efficiency, and fairness in leadership. However, Islam provides a spiritual dimension that emphasizes responsibility to Allah and the benefit of the Ummah as the main foundation. Good leadership is able to combine modern economic principles with Islamic moral and ethical values (Bass, B. M., 1990). Leadership in Islam is known as Imamah or Qiyadah, which refers to the mandate given to a person to lead and guide the Ummah. The leader of Islam is not only responsible for the worldly but also ukhrawi (hereafter) (Kahf, M., (2003). Ideal leadership integrates modern economic principles with Islamic values. This combination results in leadership that is not only productive but also has a positive social impact. In the context of the global economy, this approach is relevant in creating sustainability both financially and socially (Heifetz, R., 1994).

Leadership in Islamic Economics has a strong grounding in the principles of Sharia and the moral values taught in the Qur'an and Hadith. This concept aims to create justice, welfare, and blessing in economic management.

Research Methods

This study adopts a qualitative approach and applies the method of analysis of the text of the Quran. In this way, the researcher identifies the verses related to leadership and analyzes the meaning and message contained in them. The study also referred to Hadith as an additional source that provides guidance on the characteristics and

behavior of the ideal leader. The research was conducted descriptively to link the teachings of the Quran with contemporary leadership practices, so that the findings can be applied in a real context.(Kurniawan et al., 2020)

Data analysis and Discussion

Leadership in Islam focuses not only on power or high position, but on the responsibility to lead the Ummah with Justice, wisdom, and integrity. In the Qur'an and Hadith, there are many instructions that underline the importance of a leader who is responsible for the people he leads, as well as upholding the principles of justice and honesty (Amin, H., 2012)

Leadership in Islam carries a great responsibility. The leader must be ready to account for all his decisions and actions, both in this world and in the hereafter. The Prophet (peace and blessings of Allaah be upon him) said: "every one of you is a leader and every leader will be held accountable for what he leads."(HR. Bukhari and Muslim). In this case, a leader is responsible not only to the one who is led, but also to Allah SWT. In Islam, a leader is not just a ruler who rules, but a servant for his people. The Prophet set an example by serving his people, assisting them in various affairs, and ensuring their welfare. As a leader, a person must put the interests of the people above his personal interests, which is reflected in the concept of service or service (Nasution, H.,2017).

Leadership in economics refers to the role of individuals or groups in directing and managing resources to achieve economic goals. In an economic context, leaders must have the ability to identify opportunities, make informed decisions, and lead an organization or country to prosperity. Some of the qualities required in economic leadership include strategic vision, good communication skills, as well as a deep understanding of economic and market theory (Sulaiman, A.,2015).

Leaders in economics often play a role in macroeconomic decision-making, such as fiscal and monetary policy, which can affect people's well-being. They are also responsible for creating policies focused on sustainability and improving social well-being. Effective leadership in the economy can contribute to the achievement of sustainable economic development goals, including income equity and poverty alleviation.

The results showed that there are several main characteristics that must be possessed by the ideal leader according to the Quran, among others:

- Fairness: one of the most emphasized aspects of leadership is fairness. The Quran states that leaders should treat all people fairly regardless of their background. This is in accordance with the view of Sayyid Qutb in Social Justice in Islam, which asserts that justice is a fundamental principle in every action of a leader (Asim, 2019).
- Amanah (responsibility): the concept of leadership in Islam is seen as a mandate from Allah SWT, where each leader is responsible for the tasks he carries out. Ibn Kathir, in his commentary, emphasizes that the leader is the Caliph on Earth and must guard and maintain God's creation properly (Muhammad Nasib Ar-Rifa'i, 2000).
- Service to the people: leaders should prioritize service to the community rather than power alone. Muhammad al-Ghazali, in his book Islam and the World, highlights that true leaders are those who are committed to serving their people and listening to their complaints and aspirations (COPLESTON, 2019).
- Piety and wisdom: the Quran underlines the importance of piety as the moral foundation of leaders. In this context, Fazillah suggests that a strong relationship with Allah will guide the leader in Wise and ethical decision-making (Fazillah, 2023).

Appreciation

This article manages to provide a deep insight into the characteristics of the ideal leader in Islam, with an emphasis on moral and ethical principles. Fazlur Rahman, in Islam and Modernity (Fazrul, 1984), underlines the importance of integration between the spiritual and managerial dimensions in leadership, which can be used as guidelines for today's leaders. In addition, John L. Esposito in Islam and Politics (Esposito, 1984), states that justice and integrity should be pillars in every action of a leader, which is in harmony with the findings in this article. This study succeeded in linking the teachings of the Quran to the reality of today's leadership, making it relevant to leaders in the modern context (Sham, 2017).

For example, Sayyid Qutb emphasized that justice is an absolute requirement in leadership, and this is particularly relevant in addressing the challenges facing today's society, where social inequality and injustice are often major issues (Muhammad Nasib Ar-Rifa'i, 2000). Thus, this article not only provides theories, but also leads the leader to apply these values in everyday life.(Susanto, 2022).

Critic

As shown, this research provides valuable contributions regarding the relationship between organizational culture, work motivation, and employee performance, there are several aspects that can be improved to improve the quality of research in the future. One of the things to note is the selection of samples that only include employees of PT Crea Cipta Cemerlang. Although it involves the entire population of employees, this can limit the ability to generalize the results of the study. According to Sekaran and Bougie (2016), more varied sampling from different sectors and company sizes can help strengthen the validity of findings as well as allow comparisons between different contexts.

However, although this study provides a sound analysis, there is room for further development as to how these leadership principles can be implemented in today's complex and diverse social contexts. Maududi, in *Towards Understanding Islam*, revealed that leaders must understand the dynamics of diverse societies and embrace all elements to achieve common prosperity (Putri, 2020). Therefore, it is important to include more practical examples of how leaders can operate in varying contexts. In addition, Ibn Ashur in *Maqasid Al-Shariah* suggests the need for deliberation in any decision-making, suggesting that participatory processes should be part of ideal leadership (Dewi et al., 2020). In this context, it can be made clear how these principles can be practically applied in different sectors, both in government and in social organizations. In addition, Muhammad Al-Ghazali in *The Incoherence of the Philosophers* emphasizes the importance of character education in forming leaders who are able to apply Islamic principles effectively. This shows that ongoing training and education needs to be integrated in the development of future leaders.(Al-falasifah, 2009).

Conclusions

This research shows that leadership in Islam not only focuses on power and control, but also includes a great moral responsibility towards Allah and society. The characteristics of the ideal leader described in the Quran include Justice, trustworthiness, service, wisdom, and integrity. Fazlur Rahman, in his book *Islam and Modernity*, emphasizes that a leader must be able to balance between Worldly and spiritual demands. This is important so that leadership can be exercised effectively without neglecting moral responsibility. Leadership in economics and Islam have a close relationship, with mutually supportive principles for creating social welfare and Justice. In an economic perspective, leadership is not only required to achieve purely financial goals, but also to pay attention to the welfare of society and the sustainability of resources. Effective leadership in the economy must be able to manage resources efficiently, focus on economic empowerment of the community, and create opportunities for all parties to develop.

In Islam, leadership is seen as a great responsibility, with the leader expected to carry out the mandate fairly, wisely, and responsibly. Islam teaches that leaders must prioritize the welfare of the Ummah, uphold justice, and pay attention to the rights of individuals and groups in society. The principles of Islamic economics, such as justice in the distribution of wealth, the Prohibition of usury (interest), and encouraging economic activities beneficial to the Ummah, form the basis for moral leadership. Overall, leadership in economics and Islam emphasizes the importance of a balance between material and spiritual achievements, as well as ensuring that all economic actions taken bring benefits to humanity fairly and equally. Leaders in Islamic economics are not only oriented towards personal or group gain, but rather towards achieving social and economic sustainability that is fair to all parties.

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