



## Islamic Leadership Training Based on The Characteristics of The Prophet's Leadership At SDN Bumi Waras Bandar Lampung

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### Article History

Received: 11-11-2025

Accepted: 14-01-2026

Published: 31-01-2026

Keywords:

1. Islamic Leadership
2. Leadership of the Prophet Muhammad
3. Human Resource Development in Education

### Abstract

This community service activity aimed to develop quality human resources for principals and teachers, as well as to increase the frequency of honesty, trust, wisdom, and effective communication in carrying out their duties. To strengthen principals and teachers' human resources, we provided insight, knowledge, and leadership preparedness based on the Prophet Muhammad's leadership



approach. The specific aim was for participants to be able to use the Prophet Muhammad's leadership style. To achieve the aims and targets, the following methods were used: (1) lectures and discussions/questions and answers on the importance of understanding instructional leadership, (2) presenting educational leadership material, specifically instructional leadership, (3) providing training by presenting material through direct face-to-face meetings about instructional leadership, (4) providing instructional leadership training, and (5) conducting pre- and post-tests. This activity's aims were principals and teachers at SDN Bumi Waras Bandar Lampung. The desired objective was to be able to execute the Prophet Muhammad's leadership style and related technical matters in order to improve school education quality

#### Abstrak

Tujuan dilaksanakannya kegiatan pengabdian ini adalah untuk terbentuknya SDM yang berkualitas bagi kepala sekolah dan guru, dan meningkatkan frekuensi kejujuran, menjaga kepercayaan, kebijaksanaan dan komunikasi yang efektif dalam menjalankan tugas, serta menjaga kepercayaan pada permasalahan pribadi dan publik bagi kepala sekolah dan guru dalam menjalankan tugas memberikan pemahaman dan pengetahuan serta kesiapan kepemimpinan berdasarkan pendekatan sifat kepemimpinan Rasulullah untuk meningkatkan SDM kepala sekolah dan para guru. Target khusus yang ingin dicapai adalah peserta dapat mengimplementasikan gaya kepemimpinan Rasulullah. Metode yang digunakan untuk mencapai tujuan dan target di atas adalah (1) Kegiatan ceramah dan diskusi/tanya jawab tentang pentingnya pemahaman kepemimpinan instruksional, (2) Penyajian materi kepemimpinan pendidikan, khususnya kepemimpinan instruksional, (3) Memberikan pelatihan dengan menyajikan materi melalui tatap muka langsung mengenai kepemimpinan instruksional, (4) Memberikan pelatihan kepemimpinan instruksional (5) melakukan *pretest* dan *posttest*. Sasaran kegiatan ini adalah kepala sekolah dan para guru di SDN Bumi Waras Bandar Lampung. Hasil yang diharapkan adalah kepala sekolah dapat mengimplementasikan gaya kepemimpinan

#### Kata Kunci:

1. Kepemimpinan Islam
2. Kepemimpinan Rasulullah
3. Pengembangan SDM Pendidikan



**Jurnal Pengabdian Masyarakat Ilmu Pendidikan**

Vol. 5, No.1 January 2026

E-ISSN: 2962-6862, P-ISSN: 2963-105X

DOI: 10.23960/jpm-ip.vol.5i.1.1317

Rasululloh dan hal teknis yang berkaitan untuk meningkatkan mutu Pendidikan di sekolah

## 1. INTRODUCTION

Indonesian national education is a very strategic element in realizing a developed and developing country. Therefore, Indonesian national education must be of high quality and capable of producing high-quality and productive human resources (Mardhiyah *et al.*, 2021). Various aspects are needed to produce quality education, such as government policy, education management, human resources, and education fund management (Rahman, 2017). In this context, it is important to develop effective leadership in the educational environment, especially in elementary schools such as SDN Bumi Waras Lampung.

Good leadership in schools can contribute to improving the quality of education and learning. According to Purnomo (2018), leadership has a direct impact on employee commitment within an organization. In the context of schools, principals and teachers are human resources whose competencies must be developed. This is in line with research showing that effective school leadership can increase teacher commitment and performance (Herlina *et al.*, 2020; Muhamad Kosim, 2017).

From an Islamic perspective, leadership is considered a very important

instrument for the realization of an ideal society based on justice and compassion. This is in line with the thinking of Muhamad Kosim (2017), who states that leaders are responsible for promoting and upholding justice. Therefore, leadership training based on the leadership qualities of the Prophet Muhammad (peace be upon him) is highly relevant to be implemented at SDN Bumi Waras Lampung as an effort to improve the quality of education.

Behaviorally and situationally, conventional leadership and Islamic leadership are not much different in terms of context, as both prioritize the interests of the organization. However, the orientation of Islamic leadership is different because it not only achieves organizational goals but also gains the approval of Allah Subhanahu wa Ta'ala. This is what brings about differences in the atmosphere within the organization's dynamics and human resource development (Hossain, 2016; Shah, 2006).

An Islamic leader is a leader who has the principle of blending Islamic teachings and practicing them in daily life, both individually and in their environment, in accordance with the guidance of the Prophet Muhammad

Shallallahu 'alaihi wa Sallam (Jubran, 2015; Muhamad Kosim, 2017). A Muslim leader understands that his role is to guide those under him, not only to achieve the goals or vision and mission of the organization, but also to involve them beyond that and connect them with the highest purpose of human existence, which is to achieve eternal life in the Hereafter (Jubran, 2015). It is clear to everyone that worshiping Allah Subhanahu wa Ta'ala is the main goal for all Muslims.

Islamic leadership in this way is understood as a form of worship because it seeks Allah's approval for the achievement of the organization and its existence in the hereafter (Mahadi et al., 2017; Saeed et al., 2014). Islamic leadership is related to organizational management from an Islamic perspective and produces applications that are in accordance with Islamic beliefs and practices to carry out organizational dynamics in line with obedience to Allah's commands (Kazmi & Ahmad, 2007; Saeed et al., 2014). This leadership is considered a catalyst for change in the development of the quality and achievement of Islamic education (Madrasah, Islamic Schools, and Islamic Boarding Schools) (Hafsat et al., 2020). Amidst the current moral and leadership

crisis in education, it is only fitting that Muslims strive to transform from a materialistic capitalist leadership system to a prophetic leadership system as taught by the Prophet Muhammad, peace be upon him.

Capitalist leadership has made humans oriented solely towards materialism, pursuing worldly life and increasingly distancing humans from their nature as servants of God who are bound by His laws. An effort is needed to internalize the values of prophetic leadership, especially in the world of education, so that humans can return to their nature as caliphs who will one day be held accountable (Nasukah et al., 2020).

In its implementation, the leadership issues that occur at SDN Bumi Waras Bandar Lampung include: (1) Weak honesty in fulfilling commitments to the principal and teachers through the leadership of the Prophet Muhammad SAW. (2) Weak understanding of maintaining trust in personal and public matters for principals and teachers. (3) Low wisdom in dealing with various problems and challenges. (4) Weak effective communication individually and in groups. These problems indicate that there is an urgent need to improve the understanding and skills of the principal

and teachers in applying Islamic leadership principles. Leadership training based on the characteristics of the Prophet Muhammad is expected to provide effective solutions to overcome these problems.

Therefore, the objective of this community service activity is to assist schools in implementing the leadership of the Prophet Muhammad (peace be upon him) in order to facilitate principals and teachers in improving the quality of learning. Specifically, the objectives of this activity include: (1) Providing school principals and teachers with an understanding of honesty in fulfilling commitments. (2) Increasing understanding of maintaining trust in personal and public matters. (3) Increasing wisdom in facing various challenges. (4) Improving effective communication between school principals, teachers, and students.

To that end, Islamic Leadership Training based on the Leadership Characteristics of the Prophet Muhammad (peace be upon him) was conducted, initiated by the dissemination of the results of a thesis research project by a student of the Faculty of Teacher Training and Education at the University of Lampung, conducted at the Islamic boarding school X Metro, to achieve

quality learning and the objectives of quality education at SDN Bumi Waras Bandar Lampung.

## 2. METHOD

To solve problems in this community service activity, the implementation methods that will be used include: (1) Providing training by presenting material through face-to-face meetings on understanding the leadership of the Prophet Muhammad (2) Providing training on the leadership of the Prophet Muhammad.

Several procedures that will be carried out in this community service activity are as follows: (1) Lectures and discussions/question and answer sessions on the importance of understanding the leadership of the Prophet Muhammad SAW. (2) Presentation of educational leadership material and the leadership of the Prophet Muhammad SAW.

The reference for this training activity can be illustrated as follows:

- a. To determine the initial overall ability of the training participants on paper, a pre-test will be conducted first using an evaluation sheet.
- b. Training treatment. After the pre-test is conducted, the participants will be given treatment or instructional leadership training through

simulation methods, lectures, practice/demonstrations, and discussions/question and answer sessions.

- c. A post-test will be conducted at the end of the activity to assess the participants' leadership skills using practice/demonstration.

The evaluation was conducted on several aspects, including: (1) affective (20%); (2) cognitive (25%); (3) psychomotor (55%). In addition, the evaluation was also conducted through interviews at the end of the activity. The purpose of these interviews is to identify the responses and obstacles that participants may encounter as suggestions for future activities.

Thus, with the above-mentioned solutions to the problems, the target achievement plan

Data analysis was conducted using percentage analysis techniques, where the data obtained was grouped based on percentages relevant to the characteristics of the Prophet's leadership. This process involved data coding, identification, and drawing conclusions.

### 3. RESULTS AND DISCUSSION

#### Results

This training was held on September 11, 2025, at SDN 4 Bumi

Waras Teluk Betung Bandar Lampung, an educational institution that can influence the leadership of school principals or classroom learning leaders, resulting in teachers' understanding of honesty in maintaining trust in personal and public issues for school principals and teachers in performing their duties suboptimally and caused by underdeveloped teacher empowerment skills. This has led to a decline in supervision, teacher guidance or coaching, and more active direct teaching intervention for teachers. For this reason, we and our partners have formulated the need for Islamic Leadership Training Based on the Leadership Characteristics of the Prophet Muhammad Shallallahu 'Alaihi Wa Salam, initiated from the dissemination of the results of a thesis research conducted by a student of the Faculty of Teacher Training and Education, University of Lampung, at the Islamic boarding school X Metro. In this case, community service (PKM) will be carried out for the teachers at SDN Bumi Waras Bandar Lampung to achieve quality learning and the objectives of quality education at SDN Bumi Waras Bandar Lampung.

The activity began with a pre-test, a quiz in the form of a Quizizz application with questions related to Islamic

Leadership Based on the Approach of the Characteristics of the Leadership of the Prophet Muhammad, peace be upon him. Here is the atmosphere of the pre-test. This was followed by the presentation of material related to leadership. This activity was guided by Prof. Hasan Hariri, S.Pd., M.B.A., Ph.D. Educational leadership was guided by Dr. Siti Rahma Sari, M.Pd., and the leadership of the Prophet Muhammad was guided by Dr. Atik Rusdian, M.Pd.I. The results of research on Islamic Leadership Based on the Approach of the Characteristics of the Leadership of the Prophet Muhammad Shallallahu 'Alaihi Wa Salam were presented by speaker Mentari Bela Wahyudienie, M.Pd, while the practical material and simulation of the leadership of the Prophet Muhammad was presented by Mr. Ujang Efendi, M.Pd.I. The training materials were presented in PowerPoint format, accompanied by interactive images and videos, making it easier for participants to understand the material. Questions and answers were also encouraged whenever there were parts that participants found unclear or difficult to understand.

This activity was attended by 20 participants, specifically the principal and teachers of SDN Bumi Waras Bandar Lampung. This situation shows that this

kind of training program is highly anticipated and in demand by the teachers of SDN Bumi Waras Bandar Lampung, in order to improve the quality of learning and education.

Next, it was time for participants to ask questions related to the material and textual issues at school in management, and in this situation, it can be concluded from the questions, suggestions, criticisms, and obstacles to the process of implementing leadership and education management.

Next, the presentation and explanation of tasks as an implementation of Islamic Leadership Based on the Approach of the Characteristics of the Leadership of the Prophet Muhammad Shallallahu 'Alaihi Wa Salam in management in each school. These tasks are carried out online and are guided. Distribution and allocation. This is followed by a guided task discussion agenda, involving detailed evaluation and discussion to ensure alignment with the theory of Islamic Leadership Based on the Approach of the Characteristics of the Leadership of the Prophet Muhammad (peace be upon him), enabling its implementation in each school and enhancing understanding in exercising

leadership and effective management processes.

The final post-test on the teaching material contained questions that were almost identical to those in the pre-test, but with the addition of new questions on Islamic leadership based on the leadership characteristics of the Prophet Muhammad (peace be upon him). This evaluation used the Quizizz application, and the students' scores on the pre-test and post-test were analyzed to determine whether the activities carried out were beneficial to the participants or not. The implementation of this post-test is documented in the following photo:



Figure 1. Photo of Islamic Leadership Training Activities Based on the Leadership Characteristics of the Prophet Muhammad at Bumi Waras Elementary School in Bandar Lampung



Figure 2. Photo of the delivery of material for Islamic Leadership Training based on

the leadership characteristics of the Prophet Muhammad at Bumi Waras Elementary School in Bandar Lampung.



Figure 3. Group Photo of Training Activities Islamic Leadership Training Based on the Leadership Characteristics of the Prophet Muhammad at SDN Bumi Waras Bandar Lampung.

The results of the PkM activities show a significant increase in understanding of Islamic Leadership Based on the Approach to the Characteristics of the Prophet's Leadership as outlined in the following table:

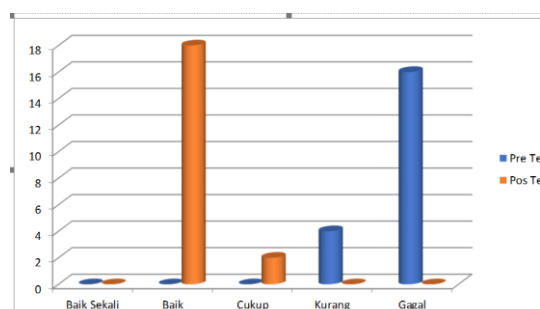
**Table 1. Training Participants' Ability to Understand the Material**

Interval	Pretest		Posttest		Level Kemampuan
	F	%	F	%	
85 – 100	0	0	0	0	Baik Sekali
75 – 84	0	0	18	90	Baik
60 – 74	0	0	2	10	Cukup
40 – 59	4	20	0	0	Kurang
0 – 39	16	80	0	0	Gagal
<b>Jumlah</b>	<b>20</b>	<b>100</b>	<b>20</b>	<b>100</b>	

Nilai Rata-rata	16 (Gagal)	90 (Baik)
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The table above shows that the training activity on leadership based on the characteristics of the Prophet Muhammad at SDN 4 Bumi Waras has had a positive impact on the leadership skills of teachers and staff. In terms of material comprehension during the pretest, 4 (20%) participants scored between 40-59, which is categorized as poor, and 16 participants (80%) scored between 0-39, which is categorized as failing. No participants scored in the categories of excellent, good, or fair. The average score on the pretest was 20, which is categorized as failing. Furthermore, in the post-test, 18 participants scored 75-84 (Good), and 2 participants (10%) scored 60-74 (Fair). The average score in the post-test was 18 participants (90%) in the Good category.

This is in line with the findings revealed by (Bush, 2020), which state that good leadership can increase teachers' confidence and motivation. The results of the table above are shown in the tabulation diagram:



Graph 1. Diagram of Pre-test and Post-test Results of Understanding Islamic Leadership Training Material Based on the Approach of the Characteristics of the Leadership of the Prophet Muhammad Shallallahu 'Alaihi Wa Salam SDN 4 Bumi Waras in Bandar Lampung

## Discussion

This activity focuses on strengthening knowledge related to the concept and implementation of Islamic Leadership Based on the Approach of the Characteristics of the Leadership of the Prophet Muhammad, peace be upon him, because school principals can develop and encourage activities and provide appropriate support for improving the quality of teachers' performance and the success of classroom learning. An effort is needed to internalize prophetic leadership values, especially in the world of education, so that humans can return to their nature as caliphs who will one day be held accountable (Nasukah et al., 2020).

During the community service activity on Islamic Leadership Training Based on the Leadership Characteristics of the Prophet Muhammad (peace be upon him) at SDN Bumi Waras Bandar Lampung, the teachers participated actively and enthusiastically, creating a lively, interactive, and enjoyable training

atmosphere. The training atmosphere can be seen in the pictures below.

Islamic leadership is a leadership model that adheres to and emulates the behavior of the Prophet Muhammad, peace be upon him, which includes *shiddiq*, *amanah*, *tabligh*, and *fathonah*, which are the foundations of Islamic leadership (Mahadi *et al.*, 2017; Saeed *et al.*, 2014). Of the many characteristics of Islamic leadership that converge on the basic characteristics of the Prophet Muhammad *Shalallahu 'alaihi wa Sallam*, these will further influence the formation of organizational culture within companies, as every organizational culture is greatly influenced by leadership styles, including Islamic leadership (Maamari & Saheb, 2018; Pawirosumarto *et al.*, 2017).

One of the characteristics of the Prophet's leadership that is emphasized in the training is honesty. In an interview, one teacher stated, "After the training, I feel more responsible for communicating transparently with students and parents." This trait of honesty not only improves the relationship between teachers and students but also strengthens parents' trust in the school. Research by Day (2020) shows that transparency in communication can increase parental involvement in the educational process.

In addition, the wisdom possessed by the Prophet Muhammad was also a focus of the training. Participants were trained to make wise decisions when facing various challenges at school. Observations showed that teachers were better able to handle conflicts between students in a constructive manner. This is in line with the results of research by Hallinger (2010), which shows that wise leadership can create a positive learning environment.

At SDN 4 Bumi Waras, Teluk Betung Bandar Lampung, there are various challenges in implementing leadership based on Islamic values. The principal and teachers often face difficulties in upholding the principles of honesty and responsibility, both in personal and public contexts. For example, in school administration, there are often non-transparent practices that can be detrimental to the educational process. This results in a decline in the quality of supervision and guidance that should be provided to students (Kosim, 2017). In this context, we emphasize the importance of leadership training based on the leadership qualities of the Prophet Muhammad to improve the quality of learning and achieve quality educational goals. This training is expected to provide a deeper understanding of the

importance of integrity in leadership and its impact on a positive learning environment.

The application of Islamic leadership based on the characteristics of the Prophet Muhammad's leadership is very important for exploring the obstacles faced by school principals and teachers in applying Islamic leadership principles. Some of the issues that arise include a weak commitment to honesty, understanding of trust, and effective communication within the team (Hui & Singh, 2020). For example, in some cases, teachers find it difficult to convey information to students and parents in a transparent and accountable manner. This shows that there is an urgent need to improve teachers' understanding and skills in applying leadership based on Islamic values. By discussing these issues openly, participants can share their experiences and strategies, thereby creating space for collective learning.

Overall, leadership training based on the characteristics of the Prophet Muhammad at SDN 4 Bumi Waras showed promising results, but also required evaluation and improvement to increase its effectiveness. This community service program provided an overview that the application of Islamic values in educational leadership can make a

positive contribution to the development of education quality in Indonesia.

#### **4. CONCLUSION**

Leadership training based on the leadership traits of the Prophet Muhammad (peace be upon him) at SDN 4 Bumi Waras Lampung showed a significant impact on improving the leadership skills of teachers and staff. Traits such as honesty and wisdom taught in the training were proven to increase the confidence and ability of school leaders in managing the learning environment.

#### **ACKNOWLEDGMENTS**

We would like to express our gratitude to:

- a. The Institute for Research and Community Service (LPPM) of the University of Lampung, which funded this activity through the Community Service DIPA.
- b. The Principal of SDN 4 Bumi Waras Bandar Lampung for granting

permission to the presenters to hold this activity.

- c. All teachers at SDN 4 Bumi Waras Bandar Lampung for taking the time to attend this activity.
- d. All lecturers who are members of PkM and students who have helped.

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