



LEADERSHIP THEORIES AND ISLAMIC PERSPECTIVES

PRESENTED BY:

WULAN NOVIANI, Ns., M.M., M.Kep., Ph.D



UMY

UNIVERSITAS
MUHAMMADIYAH
YOGYAKARTA

Unggul & Islami



LEARNING OUTCOMES

1

Students' understand definition of leader

2

Student's understand leadership definition

3

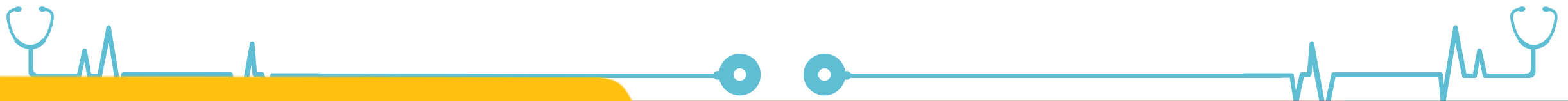
Students' recognize the kind of leadership theories

4

Students' understand the strength & weaknesses of each leadership theories

5

Students' understand the Islamic perspective in Leadership



DEFINITION LEADER

إِذَا كَانَ ثَلَاثَةٌ فِي سَفَرٍ فَلْيُؤَمِّرُوا أَحَدَهُمْ

Jika tiga orang berada dalam suatu perjalanan maka hendaklah mereka mengangkat salah seorang dari mereka sebagai pemimpin. (HR Abu Dawud)



A leader is a person who gives **direction and instruction, delegation of tasks.**

1. Leader has the **ability to be an active receiver**, the ability to listen, don't dominate.
2. He has an **ability to delegate task distribution** to members
3. He also **know the strengths of members**



DEFINITION LEADERSHIP

The New Oxford Dictionary of English defines leadership as: **'the action of leading a group of people or an organization'; 'the state or position of being a leader'.**

Leadership is the a **process of social influence, which maximizes the efforts of others, towards the achievement of a goal** (Kruse, 2013)

Leadership is an **art, function, process and ability to influence** and direct people by means of obedience, trust and loyalty to do something in accordance with the goals and objectives that have been set (Riadi, 2020)

Leadership is the activities to influence people and achieve the organizational goals (Terry, 1972)



1. GREAT MAN LEADERSHIP THEORY

In the 1840s Thomas Carlyle suggest great leaders are born, not made



Charisma



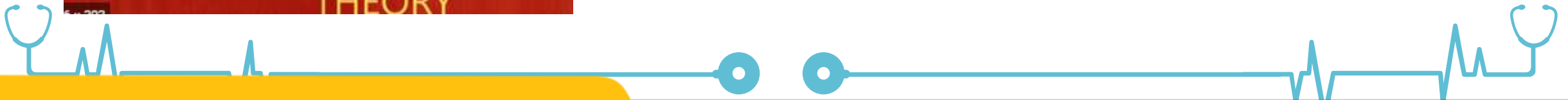
Confidence



Intellegence



Sociability



1. GREAT MAN LEADERSHIP THEORY

STRENGTHS

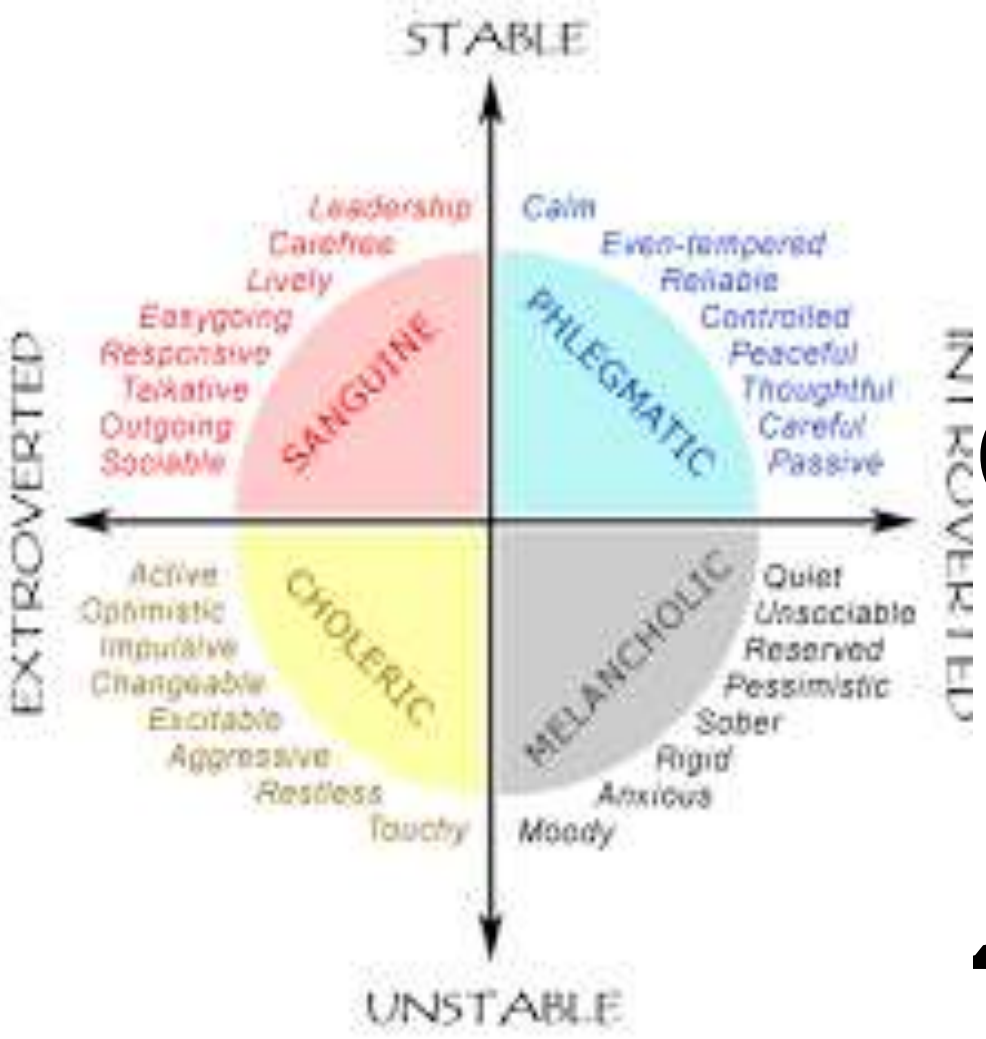
This theory started the scholarship of which traits and characteristics build great leaders.

WEAKNESSES

This theory lacks scientific validity and only considers men in power. And, as 19th century-sociologist Herbert Spencer argued, great leaders may be shaped by their society, not the other way around.

2. TRAIT LEADERSHIP THEORY

In the early 1900s, researchers summarized traits held by great leaders throughout histories



Intelligence



Confidence



Integrity



Sociability



Determination

Big 5 personality factors

2. TRAIT LEADERSHIP THEORY

STRENGTHS

1. This approach is intuitive and understandable.
2. It also has over a century of supporting research.

WEAKNESSES

1. The trait list can be endless, unclear and subjective.
2. This approach fails to take situations and followers into account, and it's not useful for training purposes.
3. The characteristics attributed to leaders throughout time have been masculine, leading to a biased list of traits that make up a leader.

3. BEHAVIORAL LEADERSHIP THEORY

Rotted in the behaviors movement in the 1950s, this theory asserts that people can learn how to become leaders through teaching and observation



Research
behavior of
leaders

Create a
behavior
taxonomy



Identify Key
Leadership
styles

Task vs
leadership
behavior

3. BEHAVIORAL LEADERSHIP THEORY

STRENGTHS

1. This theory expands views of leadership from trait-based to action-based, which makes it easier to teach.
2. It also has strong research support.

WEAKNESSES

1. This theory is not linked to desirable work outcomes, and no universally successful behaviors have been identified.
2. Team management may not always be best despite claims.

4. CONTINGENCY LEADERSHIP THEORY

The leader approach to making decisions depends on the context and external factors

Leaders should match their style to the competency and commitment of followers

Confidence



DIFFERENT COMBINATIONS LEAD TO 4 CATEGORIES:



High Low

High High

Low High

Low Low



Sociability

4. CONTINGENCY LEADERSHIP THEORY

STRENGTHS

1. This theory is well-known, easy, intuitive and practical to use.
2. It is frequently utilized in leadership training and promotes tailoring follower treatment based on development.
3. This approach is also prescriptive, meaning that it tells you what should or should not be done depending on the situation.

WEAKNESSES

1. This theory lacks research support, and there is ambiguity in in the development levels.
2. The approach also fails to address address demographic differences differences and how they influence influence prescriptions.

5. SITUATIONAL LEADERSHIP THEORY

Developed by Hersey and Blanchards (1969)

An approach to leadership advocating the leaders understand their own behavior, the behavior of their subordinates, and situation before utilizing a particular leadership style.



Need diagnostic skills human behavior on the part of the leader



Match leadership behavior to subordinates' need

5. SITUATIONAL LEADERSHIP THEORY

STRENGTHS

1. Practical : easy to understand and apply
2. Prescriptive : tells what to do or what to do not in various situations
3. Leader's flexibility: employees and leading styles differ from situation to situation

WEAKNESSES

Leader's styles and employees development level do not always match, there exist other factors

6. LEADER-MEMBER EXCHANGE THEORY

The quality of an exchange between leaders and their followers impact responsibilities and decisions of followers and how leaders treat them



LMX originating 1970s with centered on relationships and interaction between leader and followers



Role taking : Leader asses the abilities and talents of a new follower



Role Making : Exchange between leader & follower create a negotiation in which the subordinate role is determined

Routinization : The social exchange between leader and follower beomes established

6. LEADER-MEMBER EXCHANGE THEORY

STRENGTHS

This approach is intuitive and well-researched.

WEAKNESSES

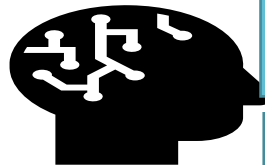
It does not take individual team member desires into account

7. TRANSACTIONAL LEADERSHIP THEORY

Leadership styles based on exchanges between leaders and followers, and are transactional in nature



Transactional leaders set clear hopes for subordinate for their duties and rewards



Strength: a popular theory

Weakness : it simplifies people's motivations and emphasizes the importance of monetary reward while ignoring the rest of Maslow's Hierarchy



Example: A manager offering a promotion to employees in exchange for effort and performance

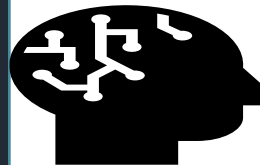
8. TRANSFORMATIONAL LEADERSHIP THEO

Have vision and mission, inspire change in people they lead, this style of leadership is a process that changes people



Transformation can occur in followers's values, long-terms goals, standards, emotions and ethics

Idealized influence : Leaders act as a role model for followers and set standards of excellence



Inspirational motivation: Leaders use visions of organizational succes, shared responsibility and togetherness

Intellectual Stimulation : leaders stiulate creativity and challenge the status quo



Individualized consideration: leaders provide support and understanding to employess on an individual level and personally invest in their lives and career

8. TRANSFORMATIONAL LEADERSHIP THEORY

STRENGTHS

Transformational leaders can turn around a company with low morale and accomplish cross-organizational goals by unifying team members under one vision.

WEAKNESSES

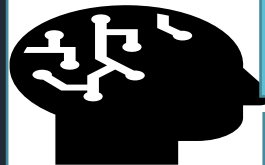
Visionaries can lack specification and actionable goals.

9. PARTICIPATIVE LEADERSHIP THEORY

Involvement in decision making improves the understanding of decision-makers



Leader participation depends on their involvement of team in decision making



Exploitative, Benevolent, Consultative, Participative

The participative leadership theory works best when the task is ambiguous, unclear, unstructured



The followers needs : autonomy, control, clarity

9. PARTICIPATIVE LEADERSHIP THEORY

STRENGTHS

Team members feel valued and they can perform even when the leader isn't there.

WEAKNESSES

Decision making can take a long time, and there is a social pressure to confirm with the group's decision.

10. AUTHENTIC LEADERSHIP

(Deswahal & Ali, 2020)

Bill George's book 'Authentic Leadership' explains how an organization presents itself authentically through leadership, influenced by ethical behavior.

Authentic leadership includes self-awareness, understanding strengths and weaknesses, and building positive relationships with employees. Authentic leaders are confident, hopeful, optimistic, resilient, and of high moral character.

DIMENSION

Dimensions of authentic leadership include knowing oneself, learning from life, integrating life elements, building support teams, balancing motivations, practicing personal values, and empowering leadership.

11. ETHICAL LEADERSHIP

(Deswahal & Ali, 2020)

Ethical leadership is based on respect, faith, fairness, honesty, and consideration for others' rights and dignity.

It is related to a person's virtue and motivations, and their choices are influenced by their morality. It is distinct from other constructs like transformational, servant, and authentic leadership.

12. SERVANT LEADERSHIP

(Deswhal & Ali, 2020)

Robert K. Greenleaf introduced the term servant leadership in 1970, focusing on the growth and development of followers.

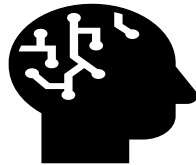
This leadership style involves the leader serving followers and sharing power, leading to high satisfaction, trust, recognition, and creativity in the workplace.

13. RELATIONAL LEADERSHIP THEORY

Leadership involves building positive social relationships between leaders and employees, focusing on both job aspects and employee interpersonal aspects.



High exchange relationships positively impact career advancement, retention, and commitment to the organization.



However, rules must be followed to foster trust, commitment, and loyalty.



A strong social exchange relationship fosters a positive attitude and effective work behavior from employees, ensuring a strong connection between the two parties.

13. E- LEADERSHIP THEORY

Digitalization has revolutionized leadership, leading to the development of E-Leadership theories. E-Leadership studies leadership in work environments supported by technology, focusing on interactions and electronic communication networks.



Technology encourages collaboration and knowledge sharing, allowing leaders to communicate with employees remotely. Understanding new technology is crucial for meeting employee needs and building relationships.



However, rules must be followed to foster trust, commitment, and loyalty.



A strong social exchange relationship fosters a positive attitude and effective work behavior from employees, ensuring a strong connection between the two parties

Leadership: Past, Present, and Future

Francis Yammarino¹

Journal of Leadership &
Organizational Studies
20(2) 149–155
© The Authors 2013
Reprints and permission:
sagepub.com/journalsPermissions.nav
DOI: 10.1177/1548051812471559
http://jlo.sagepub.com


Abstract

Leadership is omnipresent in research in the organizational sciences and related professional practice. In this essay, for an editors' choice selection, leadership research is selectively reviewed, summarized, integrated, and speculated on using three broad time periods: antiquity to about 1900 (called the "past"), 1900 to the current time (called the "present"), and the next decade or so (called the "future"). Leadership theory, empirical research, and methodologies are considered.

Keywords

leadership, leadership theory, empirical research, methodologies

Leadership is one of the most widely researched and discussed topics in all areas of organizational sciences because literally nothing gets accomplished without it. Leadership may be formal, occurring at all levels of management and not just at the top; and it may be informal and emergent, not solely bestowed by title or position. The purpose here is to selectively review, summarize, and integrate some of this past and current work on leadership and to speculate about the future of leadership research. To accomplish this goal, three very broad time periods—called the past (antiquity to about 1900), the present (1900 to 2012), and the future (2012-2025) here—are considered in the leadership research realm.

was really no attention paid to the leadership of typical, every-day, lay, or informal leaders or to leaders of lower status or those at lower hierarchical levels below the highest levels in business, industry, and government. The general sense was that by "studying" leaders at the top via biographies, cases studies, and stories (including myths and legends), we could learn about leadership and the qualities and traits that resulted in successful and effective leadership.

What seems clear from these elements is that humans, likely via evolution and biology, desire and need leadership and worship outstanding leaders; and, likely via prototypical and idealized types across various cultures and time periods, leadership is universal. Regarding the first point, Lawrence (2010), for example, conceptualized leadership in terms of

Yammarino (2013), explore the leadership theories in past, present & future.

Findings:

- 1) Leadership is universal;
- 2) Leadership theory and building without multiple level of analysis is incomplete;
- 3) Understanding of leaders and leadership are by no means concluded



Publisher homepage: www.universepg.com, ISSN: 2707-4641 (Online) & 2707-4633 (Print)

<https://doi.org/10.34104/ijma.020.0109>

International Journal of Management and Accounting

Journal homepage: www.universepg.com/journal/ijma



Islamic Perspective of Leadership in Management; Foundation, Traits and Principles

Md. Abu Issa Gazi*

Department of Business Administration, The International University of Scholars, F/15 Progoti Saroni, Middle Badda, Dhaka-1212 Bangladesh

*Correspondence: maigazi@yahoo.com (Dr. Md. Abu Issa Gazi, Assistant Professor, Dept. of Business Administration, IUS)

ABSTRACT:

Leadership in management is nutshell of all success of an organization. The knowledge of leadership in Islamic perspective is vital towards understanding sound management in every sector particularly for the organization's performance, betterment for the mankind and here and hereafter. This study examined the leadership details on the basis of Islamic Shariah. The researcher tried to find out the core principles of leadership in management an Islam perspective that is founded in the Great Book of Al-Quran and Hadith. "Leadership in Islam is rooted in belief and willing submission to the Creator, Allah. And We made them leaders, guiding Our command; and We inspired them to do good work, and to observe the prayer, and to give out charity. They were devoted savant to Us (Allah). (Al-Qur'an, 21:73). The result showed that the main concept of Islamic leadership is to lead to achieve organizational goals and compete to be a head of others, and to seek the measure of Allah and success hereafter.

Keywords: Leadership, Management, Islamic Leadership, Quran, Hadith, Shariah, and Justice.

ISLAMIC PERSPECTIVES IN LEADERSHIP

Rasulullah SAW., bersabda dalam riwayat Imam Bukhari dari Ibnu Umar RA:

• كُنتُمْ رَاعٍ وَكُلُّكُمْ مَسْئُولٌ عَنْ رَعِيَّتِهِ

“Setiap dari kalian adalah pemimpin dan tiap tiap pemimpin akan dimintai pertanggung jawaban”

Allah berfirman dalam surat al-Anfal ayat ke-8:

يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَخُونُوا اللَّهَ وَالرَّسُولَ وَتَخُونُوا أَمَانَاتِكُمْ وَأَنْتُمْ تَعْلَمُونَ

“Hai orang-orang yang beriman, janganlah kamu mengkhianati Allah dan Rasul (Muhammad) dan (juga) (juga) janganlah kamu mengkhianati amanat-amanat yang dipercayakan kepadamu, sedang kamu mengetahui”



ISLAMIC PERSPECTIVES IN LEADERSHIP

- سَبْعَةٌ يُظِلُّهُمُ اللَّهُ فِي ظِلِّهِ يَوْمَ لَا ظِلَّ إِلَّا ظِلُّهُ الْإِمَامُ الْعَادِلُ

Ada tujuh golongan yang akan mendapatkan naungan Allah di hari kiamat saat tidak ada naungan kecuali dari Allah, di antaranya yang pertama akan diberikan kepada imam atau pemimpin yang adil... (HR. al-Bukhari)

Everyone can lead
But
Not Everyone is a
LEADER

KINGGOLO

"If you want to make
everyone happy, don't be
a leader. Sell ice cream."

-Steve Jobs

Not everyone is born a great leader, but anyone can
foster core leadership competencies for themselves
and become actionable, effective leaders.

- Ravinder Tulsiani

<https://www.linkedin.com/in/ravindertulsiani/>



Thank you

وَسَلَامٌ عَلَيْكُمْ وَرَحْمَةٌ مِنَ اللَّهِ وَبَرَكَاتُهُ