

The Effectiveness of Islamic Leadership Style in Developing Teacher and Student Work Ethic

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ABSTRACT

This study aims to explore the effectiveness of Islamic leadership style in enhancing teachers' work ethic and students' learning ethos at Pondok Pesantren Darul Huda Lubuk Harjo, OKU Timur. A qualitative approach with a case study design was employed to gain an in-depth understanding of how Islamic principles are applied in leadership and their impact on teachers' motivation, professionalism, and students' character development. Data were collected through in-depth interviews, participatory observations, and document studies involving the pesantren's head, teachers, and students. The findings reveal that Islamic leadership, emphasizing values of justice, honesty, and consultation, significantly enhances teachers' motivation and professionalism through exemplary conduct, recognition, and empowerment. Furthermore, Islamic leadership effectively strengthens students' character by fostering a moral-based learning environment that boosts their learning ethos. This study concludes that implementing Islamic leadership style not only improves the quality of education but also establishes an Islamic organizational culture that supports the holistic achievement of educational goals.

Keywords : Islamic Leadership, Work Ethic, Islamic Boarding School.

Introduction

Leadership in education plays an important role in creating a productive and conducive environment for the development of students and teachers . One leadership approach that can have a positive impact is the Islamic leadership style . This leadership style is based on Islamic teachings that emphasize values such as justice, honesty, compassion, and responsibility . In the context of education, the application of the Islamic leadership style is expected to improve the quality of learning and form positive characters in students and teachers, which in turn will strengthen the work ethic and learning ethic.

Teachers' work ethic and students' learning ethic are two important factors that are greatly influenced by the leadership applied in an educational institution . Teachers who work with enthusiasm and dedication will be an example for students in building a spirit of learning. Islamic leadership that prioritizes good communication, attention to individual needs, and providing appropriate motivation can improve teachers' work ethic and motivate students to excel . Thus, a leadership style based on Islamic values has a major role in creating a harmonious, mutually supportive, and enthusiastic work atmosphere in achieving better educational goals.

The application of Islamic leadership style in developing the work ethic of teachers and students also teaches that education does not only focus on academic achievement, but also on the formation of good character. Leaders who prioritize Islamic principles, such as honesty and justice, can create an environment that supports personal and professional growth for teachers, and inspire students to have intrinsic motivation in learning . By creating an atmosphere based on Islamic values, it is hoped that a relationship of mutual respect can be formed between teachers and students, so that it can improve the overall quality of education. This study aims to explore the effectiveness of Islamic leadership style in improving the work ethic of teachers and the learning ethic of students in an Islamic educational environment.

Research Methods

This study uses a qualitative approach with a case study design to explore in-depth understanding of the application of Islamic leadership styles in developing teachers' work ethic and students' learning ethic at the Darul Huda Islamic Boarding School, Lubuk Harjo, East OKU. The qualitative approach was chosen because it aims to explore in detail the experiences and views of informants on how Islamic leadership is applied in the context of Islamic boarding school education. The subjects of this study consisted of the head of the Islamic boarding school, Islamic boarding school administrators, teachers, and students who were selected purposively based on their experience and role in educational activities at the Islamic boarding school.

Data collection techniques were conducted through in-depth interviews with the head of the boarding school, administrators, teachers, and students to explore their views on Islamic leadership style and its influence on work ethic and learning ethic. In addition, participant observation was conducted to observe the dynamics of interaction in the boarding school, as well as documentation studies to collect information from related documents, such as boarding

school guidelines and activity reports. The data obtained were then analyzed thematically, where researchers identified the main themes related to the application of Islamic leadership style and its impact on the development of teacher work ethic and student learning ethic.

Through this method, this study aims to obtain a clearer and more comprehensive picture of the effectiveness of Islamic leadership style at the Darul Huda Lubuk Harjo Islamic Boarding School in creating a productive and blessed educational atmosphere, and how it contributes to improving the quality of education and the formation of positive character among teachers and students.

Discussion

Improving Teacher Motivation and Professionalism

Teachers have a strategic role in creating a quality educational environment . In the context of Islamic education, this role is not only limited to academic teaching, but also includes the formation of character and spiritual values of students. To support this role, effective leadership is needed. The Islamic leadership style, which is based on the values of exemplary behavior, justice, and deliberation, is one approach that can increase teacher motivation and professionalism .

Leaders who apply Islamic principles not only guide but also provide inspiration and spiritual support to teachers . This approach creates a harmonious, respectful, and collaborative working atmosphere. Teachers' motivation to carry out their duties wholeheartedly increases when they feel appreciated and treated fairly. In addition, their professionalism can be enhanced through empowerment, training, and recognition of their contributions.

Table 1. Improving Teacher Motivation and Professionalism

Aspect	Islamic Leadership Approach	Impact on Teachers
Exemplary Leadership	Providing real examples of honesty, discipline and fairness	Teachers are inspired to increase their responsibility and dedication in their duties.
Spiritual Approach	Reminding that work is part of worship	Teachers have intrinsic motivation to work with enthusiasm and spiritual awareness.
Awards and Recognition	Giving appreciation for teacher	Teachers feel appreciated and motivated to continue

	contribution	developing their competencies.
Teacher Empowerment	Involving teachers in decision making (deliberation)	Teachers feel respected, have a sense of ownership, and are more responsible for the shared vision.
Training and Development	Providing ongoing training	Teacher professionalism increases, along with academic competence and instilled Islamic values.

The table above shows that Islamic leadership style significantly increases teacher motivation and professionalism through role models, spiritual approaches, and appreciation for their contributions. Fair and disciplined leaders inspire teachers to work responsibly, while spiritual motivation reminds them that their duties are part of worship. Through deliberation, teachers are involved in decision-making, fostering a sense of ownership and shared responsibility. Continuous training facilitated by leaders helps teachers improve their competence, while a fair and harmonious work environment supports productivity. This approach creates quality education that is in line with Islamic values.

Islamic leadership style plays a key role in building teacher motivation and professionalism . Leaders who prioritize Islamic principles, such as role models, justice, and deliberation, are able to create a harmonious and productive work environment . The leader's exemplary behavior in being honest, disciplined, and responsible becomes a model for teachers to adopt these values in their duties. This encourages teachers to work more dedicatedly and oriented towards student development.

The spiritual approach in Islamic leadership also has a significant influence. By reminding that work is part of worship, teachers are intrinsically motivated to carry out their duties with enthusiasm and responsibility. In addition, the appreciation given by leaders for teacher performance, both in the form of verbal and non-verbal appreciation, increases self-confidence and encourages teachers to continue to improve their competence . Deliberation as one of the Islamic principles creates space for teachers to contribute to decision-making. This provides a sense of ownership of the policies taken, while strengthening the relationship between leaders and teachers. Coupled with training and competency development facilitated by leaders, teacher professionalism is increasingly honed, both in terms of academic teaching and internalization of Islamic values to students.

A fair and conducive working environment, the result of implementing Islamic leadership, makes teachers feel comfortable and productive. This harmonious working

relationship not only affects individual motivation, but also builds team synergy that is oriented towards achieving the vision of education . With this approach, Islamic leadership not only improves the quality of individual teachers but also creates quality education that is relevant to Islamic values.

Strengthening Students' Character and Learning Ethic

Student character and learning ethos are two important aspects that determine the success of long-term education . In the context of Islamic education, strengthening student character does not only include the development of academic knowledge, but also the formation of noble morals and deep spiritual values. Leaders who apply an Islamic leadership style have a strategic role in creating an environment that supports the development of student character and learning ethos . Through Islamic values such as discipline, responsibility, honesty, and mutual respect, students are invited to not only excel in academics but also to become individuals with integrity.

The application of Islamic principles in the educational process creates an atmosphere that leads to the development of positive attitudes in students . For example, character-based education encourages students to take responsibility for their learning, which has an impact on improving the learning ethos. With proper guidance from leaders and teachers who practice Islamic values, students not only understand the importance of knowledge but also realize that knowledge must be possessed with good morals. Thus, strengthening the character and learning ethos of students in Islamic education has a broader goal, namely to produce a generation that is intellectually intelligent and morally strong.

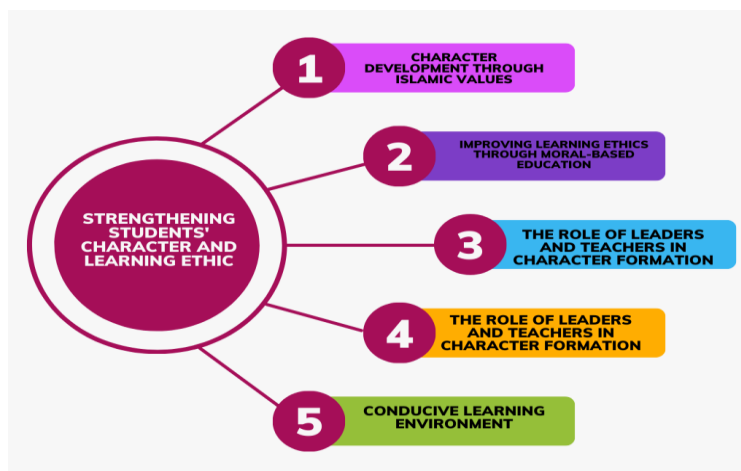


Figure 1. Strengthening Students' Character and Learning Ethic

From the picture above, it shows that Islamic Education strengthens students' character through Islamic values such as honesty, discipline, and responsibility, which form individuals with integrity. The learning ethic is enhanced with a moral-based approach, which motivates students to learn earnestly as a form of devotion to Allah. Leaders and teachers who are role models in implementing these values help shape students' character directly. A conducive

learning environment, based on Islamic principles, provides space for students to develop and be motivated. The integration of morals and academics in learning teaches students that both must go hand in hand, shaping them into intelligent individuals at the same time.

Strengthening the character and learning ethos of students in Islamic education plays an important role in forming a generation that is not only academically superior, but also has good morals. Islamic education emphasizes the development of student character with moral values such as honesty, discipline, responsibility, and mutual respect. These values become the foundation that shapes student behavior both inside and outside the classroom, making them better individuals, more integrity, and able to behave positively in everyday life.

The learning ethos built through moral-based education teaches students that learning is not only to achieve academic grades, but also for a higher purpose, namely devotion to God. With this approach, students are motivated to learn with full responsibility and sincerity. They learn not only to fulfill school obligations, but to develop themselves into better individuals before God. The role of leaders and teachers is very important in the formation of students' character. Leaders who apply an Islamic leadership style and teachers who are role models provide real examples to students. This exemplary role in terms of discipline, honesty, and responsibility serves to instill positive values in students. Thus, the education process becomes more holistic, not only focusing on academic aspects, but also on the formation of strong character.

A conducive learning environment also supports the strengthening of students' character and learning ethos. A fair, respectful, and supportive atmosphere provides a sense of security for students to interact and develop. When students feel valued and cared for, they are more motivated to show their best abilities, both in academics and in character development. Finally, the integration of morals and academics in learning is one of the important pillars in Islamic education. Education does not only focus on mastering academic material, but also on the formation of students' morals. This teaches students that knowledge must be obtained and applied with good character. Thus, students are not only intellectually intelligent, but also have noble characters, ready to contribute to society with a positive attitude. Overall, strengthening students' character and learning ethos in Islamic education not only produces individuals who are intelligent but also responsible, have good morals, and are ready to face life's challenges.

Formation of Islamic Organizational Culture

The formation of Islamic organizational culture in the context of educational institutions and other organizations has a very important role in creating a harmonious, productive, and Islamic-value-based work environment. Islamic organizational culture emphasizes the application of religious principles such as honesty, justice, responsibility, and mutual respect in every aspect of organizational activities. By implementing these values, the organization not only functions as a place to achieve practical goals, but also as a place to develop the character and integrity of organizational members.

In Islamic education, the formation of an Islamic organizational culture does not only focus on administrative or operational management, but also includes the formation of personal and collective characters that are in line with religious teachings. This process

teaches members of the organization to work with full dedication, not only to achieve worldly goals, but also to gain the pleasure of Allah. Thus, Islamic organizational culture serves to create an environment that is not only productive but also ethical and has a noble purpose in every action.

Here is an interview with the head of the Islamic boarding school

"The Islamic organizational culture at the Darul Huda Lubuk Harjo Islamic Boarding School is how we carry out all activities in this boarding school by prioritizing Islamic principles. We emphasize the importance of values such as honesty, discipline, mutual respect, and responsibility in every aspect of the boarding school's life. All activities, both academic and non-academic, are oriented towards creating a harmonious environment and in accordance with religious teachings, both in relationships between individuals, and in interacting with the wider community. "

The formation of an Islamic organizational culture at the Darul Huda Islamic Boarding School in Lubuk Harjo is an effort to create an environment that not only prioritizes academic education, but also character building based on Islamic principles. As explained in an interview with the head of the Islamic boarding school, the Islamic organizational culture at this Islamic boarding school integrates religious values into every activity and interaction that occurs in the Islamic boarding school environment. This does not only apply in the classroom, but also in daily activities, both in the mosque and in social interactions between students and staff.

This Islamic organizational culture focuses on the application of principles such as honesty, discipline, responsibility, and mutual respect, which are the basis for shaping students' character . By teaching students to not only focus on academic success, but also on the formation of good morals, Islamic boarding schools strive to produce a generation that is intellectually intelligent and has high morals. The teachers and leaders of Islamic boarding schools act as role models, providing real examples of how to apply Islamic values in everyday life . This exemplary behavior is one of the important keys in building a strong and sustainable Islamic organizational culture.

The main challenge in forming this Islamic organizational culture is maintaining the consistency of its implementation, especially amidst external influences such as technological developments and social media that often conflict with Islamic values . Islamic boarding schools need to face this challenge by maintaining a balance between utilizing technological advances for educational advancement, but still maintaining the noble values contained in Islamic teachings. Therefore, it is important to always update the existing approaches and systems in Islamic boarding schools to ensure that Islamic values remain an integral part of the organizational culture.

The steps taken by the Darul Huda Islamic Boarding School Lubuk Harjo to ensure the development of an Islamic organizational culture include training for staff and teachers as well as continuous evaluation of the boarding school's activities. In addition, the boarding school also encourages open dialogue between leaders and all members to share ideas and solutions, which serve to strengthen and develop the existing Islamic culture. Thus, the Darul Huda Islamic Boarding School Lubuk Harjo strives to become a model of education that is

not only superior in academics but also in character formation based on Islamic values.

In the growing digital era fast , almost all over sector economy affected by digital technology , including economy Sharia that prioritizes Keep going increase , create opportunity big for market Islamic For grow And contribute on economy national . Market Islamic , which operates in accordance with principles sharia , has become choice main for Muslim consumers who want to fulfil need daily without leave religious values .

Conclusion

Based on the discussion above, it can be concluded that Islamic leadership style has a significant impact in increasing motivation, teacher professionalism, and strengthening the character and learning ethos of students at the Darul Huda Islamic Boarding School, Lubuk Harjo. Leadership style based on exemplary behavior, justice, deliberation, and other Islamic values, not only influences teacher motivation in carrying out their duties, but also improves their professionalism through empowerment, appreciation, and continuous training. Leaders who apply Islamic principles can create a harmonious and mutually supportive work environment, which in turn increases teacher productivity and dedication.

On the other hand, strengthening the character and learning ethos of students can also be achieved through the application of Islamic values that shape the personality of students with integrity, discipline, and responsibility. The educational process that integrates morals with academics creates students who are not only intellectually intelligent, but also have high morals. The formation of an Islamic organizational culture in Islamic boarding schools, which is based on principles such as honesty, responsibility, and mutual respect, is key to creating an environment that supports the formation of positive character and overall educational success. Darul Huda Islamic Boarding School Lubuk Harjo has succeeded in implementing this approach to create an educational atmosphere that is not only superior in academic aspects, but also in the formation of character and student integrity.

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