

The Principles Of Prophet's Leadership in Organizational Management

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ABSTRACT

This study discusses the application of leadership principles from the model of Prophetic Leadership within the context of modern organizational management. The method used is a literature review focusing on the main characteristics of prophetic leadership, such as *Amanah* (integrity and trust), *Adl* (equal treatment among organizational members), *Sabr* (composure in facing challenges), and *Musyawah* (consultation and collective decision-making). These qualities serve as the foundation for effective organizational management. *Amanah* emphasizes the importance of trust in managing resources, *Adil* stresses the necessity of equal treatment for all organizational members, *Sabar* is highlighted as key in dealing with challenges, and *Musyawah* underscores the significance of consultation and shared decision-making. By implementing these principles, it is anticipated that leaders can establish a robust organizational culture, motivate members, and steer the organization towards achieving better goals and collective welfare.

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INTRODUCTION

In an organization, a leader plays an immensely crucial role. A leader is tasked with defining the organization's vision and charting the direction it will take (Subroto, 2015). Additionally, a leader shoulders the responsibility of motivating their subordinates to continually progress, fostering positive relationships within their team, and devising and implementing various strategies to address organizational challenges (Juliani, 2016). All of these endeavors are aimed at enhancing the performance of their workforce. Furthermore, a leader serves as a role model or exemplar for the employees under their guidance (Trioctavia et al., 2016). It is imperative for a leader to exemplify admirable qualities to create an organizational culture that aligns with the organization's expectations.

Lately, there have been numerous emerging approaches and models of leadership within the scope of organizational management. One of the evolving leadership models is prophetic leadership, also known as Prophetic Leadership. As per Mansyur (2014), prophetic leadership refers to a leadership model rooted in the leadership values of Prophet Muhammad and the teachings of the Quran, aimed at guiding individuals towards organizational goals.

Considering the crucial role of a leader as a role model for their subordinates, the model of prophetic leadership is deemed highly suitable for adoption by contemporary leaders. Leaders can apply the leadership values exemplified by Prophet Muhammad in his role as a leader. The Quran also affirms that Prophet Muhammad is an exemplary figure for all humanity. In Surah Al Ahzab, verse 21, Allah states:

(لَقَدْ كَانَ لَكُمْ فِي رَسُولِ اللَّهِ أُسْوَةٌ حَسَنَةٌ لِّمَن كَانَ يَرْجُوا اللَّهَ وَالْيَوْمَ الْآخِرَ وَذَكَرَ اللَّهَ كَثِيرًا ۖ)

"There has certainly been for you in the Messenger of Allah an excellent pattern for anyone whose hope is in Allah and the Last Day and [who] remembers Allah often."

The verse states that within Prophet Muhammad lies an excellent example for mankind, including the leadership values embodied by Prophet Muhammad. The purpose of this research is to analyze the leadership principles demonstrated by Prophet Muhammad and other Prophets, and subsequently apply them within the context of modern organizational management.

METHOD

This research employs the method of literature review. Literature review is an approach utilized in scientific research involving the search, evaluation, and analysis of information present in literature related to the researched topic (Ramdhan, 2021). The references utilized stem from Islamic readings, books on prophetic leadership, and related articles.

RESULTS AND DISCUSSION

Previous studies have attempted to formulate the Prophetic Leadership model based on earlier investigations. Nik Muhammad's research in 2015 (Nik Muhammad, 2015) proposed a holistic and integrative leadership model that combines the behaviors of prophetic leadership with social network theory to comprehend its impact on decision-making quality. This prophetic leadership model encompasses aspects of personal quality, religious spirituality, principles, and posture, derived from the experiences of the Prophets in the Abrahamic faiths (Prophet Musa/Moses, Prophet Isa/Jesus, Prophet Muhammad) based on the Quran and Sunnah. The personal quality aspect highlights characteristics such as courage, eloquence, patience, and the ability to forgive. Meanwhile, in the aspect of religious spirituality, there are traits such as knowledge and wisdom, piety, and a spirit of sacrifice. This model also emphasizes leadership principles such as alignment, empowerment, and Islamic leadership postures like consultation, justice, and firmness. Overall, this model underscores the importance of personal, religious, and managerial aspects in leadership.

Retnaningdiah et al. (2023) discusses prophetic leadership in the context of Islam and its application in modern organizations. They identify the characteristics and principles of prophetic leadership, including *Ikhlas* (sincerity), *Amanah* (integrity), responsibility, discipline, *Sabr* (patience), *Adl* (justice), and *Istiqamah* (consistency). Prophetic leadership focuses on moral and spiritual values such as honesty, loyalty, and consistency, with the aim of creating a harmonious work environment. The proposed Future Prophetic Leadership model emphasized the application of Islamic values in modern organizations, strengthening leader-follower relationships, prioritizing the common welfare, and building an inclusive work culture. This model also highlights its influence on organizational culture, job satisfaction, innovation, competitive advantage, and company performance. By applying the principles of prophetic leadership, it is hoped to enhance overall organizational performance.

Al-Olaqi reviewed the leadership of Prophet Muhammad in (2014), identifying the leadership techniques employed and how they supported the mission of spreading Islam globally. The article highlighted important attributes of Prophet Muhammad, including realism, unwavering belief, courage, perseverance, a sense of responsibility, vision, understanding of followers, strong character, and the absence of worldly ambition or abuse of power. Besides being relevant in the context of Islamic states, this research emphasized that the leadership methods of Prophet Muhammad can be adopted in everyday life, reflecting peaceful human traits and applicable across various life roles, including as a father, sibling, friend, leader, worker, and individual from diverse economic backgrounds.

Ahmad (2019) explores the Model of Prophet's Leadership in the context of servant leadership in Islam and its relevance in addressing the global leadership crisis. The article highlights several key attributes of servant leadership in Islam such as rational and spiritual awareness, good intentions, *taqwa* (piety), benevolence, justice, trustworthiness, honesty, self-improvement, fulfilling promises, *musyawarah* (consultation), and patience. These principles can be adopted to address leadership crises by emphasizing service to others, ethical values such as justice and honesty, as well as promoting collective decision-making and consultation.

Dewi et al. (2020) revealed the concept of Prophetic Leadership as a model of leadership utilized by the Prophets in guiding the community towards the truth of God. In Islam, fundamental principles of leadership encompass *Tawhid* (Oneness of God), *Musyawarah* (consultation), justice, and Islamic unity. An exemplary leader in Islam should reflect the qualities embodied in the character of the Prophets and Messengers, such as honesty, trustworthiness, courage in conveying the truth, and intelligence in various aspects. Prophetic Leadership is considered an exceptionally ideal model to be applied in the present time as it has been tested throughout the era of the Prophets' leadership. It is hoped that the implementation of Prophetic Leadership in daily life can lead to progress and the well-being of society.

Based on the explanations from several studies above, we can observe that there are numerous characteristics or traits of a leader that have been exemplified by the Prophets in the past. These characteristics/traits are what distinguish Prophetic Leadership. The success stories of the Prophets in leading their communities in the past serve as evidence of the significance of these characteristics in leading an organization.

Among the many characteristics/traits of Prophetic Leadership, there are several characteristics/traits within the Prophetic Leadership model that are highly important to be possessed/applied by a leader within an organization. These characteristics are:

Amanah (Integrity)

The trait of *Amanah* is closely related to trustworthy and integrity (Ahmad, 2019). A leader who is trustworthy is capable of maintaining trust over all resources and responsibilities entrusted to them (Retnaningdiah et al., 2023), and possesses the competency to manage them proficiently. (Dewi et al., 2020). *Amanah* is one of the four qualities of the Prophet (*Sidq, Amanah, Tabligh, Fathanah*) and is a primary trait that a leader should possess. In the Quran, Surah Al-Anfal verse 27, Allah commands the believers to always safeguard the trust entrusted to them:

(يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَخُونُوا اللَّهَ وَالرَّسُولَ وَتَخُونُوا أَمْنَتَكُمْ وَأَنْتُمْ تَعْلَمُونَ ﴿٢٧﴾)

“O you who have believed, do not betray Allah and the Messenger or betray your trusts while you know [the consequence].”

The trait of trustworthiness is essential for every leader, even for every member of an organization. An organization where each member possesses the trait of trustworthiness will function effectively, fostering a high level of mutual trust among its members. (Fulmer & Gelfand, 2012) Conflicts within the organization will also decrease because each member works according to the responsibilities entrusted to them. (Lewicki & Wiethoff, 2006) Ultimately, the productivity of the organization will increase. (Frenkel & Orlitzky, 2005) In the Quran, Surah Al-Mu'minun verse 8, Allah states that those who can uphold trust are among the fortunate.

(وَالَّذِينَ هُمْ لِأَمْتِنَتِهِمْ وَعَهْدِهِمْ رَاعُونَ ﴿٨﴾)

“And they who are to their trusts and their promises attentive”

Adl (Justice)

Being just means treating every member of the organization equally (Nik Muhammad, 2015). Each member of the organization holds an equal position in the eyes of the law. A just leader will treat every member objectively and make decisions without favoring any specific party or group. (Retnaningdiah et al., 2023) The concept of justice is one of the primary pillars in Islamic teachings that has implications for organizational management. In the Quran, Surah An-Nisa verse 58, Allah states:

(إِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الْأَمَانَاتِ إِلَىٰ أَهْلِهَا وَإِذَا حَكَمْتُمْ بَيْنَ النَّاسِ أَنْ تَحْكُمُوا بِالْعَدْلِ إِنَّ اللَّهَ نِعِمَّا يَعِظُكُمْ بِهِ إِنَّ اللَّهَ كَانَ سَمِيعًا بَصِيرًا ﴿٥٨﴾)

“Indeed, Allah commands you to render trusts to whom they are due and when you judge between people to judge with justice. Excellent is that which Allah instructs you. Indeed, Allah is ever Hearing and Seeing.”

The verse asserts that every decision related to human relationships must be based on the principle of justice, including in organizational management. Implementing the principle of justice in organizational management will ensure that every managerial decision and action is made and carried out with consideration for the interests of all parties without discrimination. (Folger & Cropanzano, 2001)

Sabr (Patience)

Patience is one of the primary traits that a leader should possess. A good leader is capable of remaining calm when facing challenges, obstacles, and conflicts that arise during the execution of their duties. A patient leader can control emotions and respond to situations wisely without being influenced by external pressures. (Retnaningdiah et al., 2023) A good leader possesses the trait of patience because they believe that behind every challenge, there is a solution. (Nik Muhammad, 2015)

The Quran, in Surah Al-Kahf verse 28, states that a leader should have the trait of patience. In the Quran, Allah says:

(وَأَصْبِرْ نَفْسَكَ مَعَ الَّذِينَ يَدْعُونَ رَبَّهُمْ بِالْغَدَاةِ وَالْعَشِيِّ يُرِيدُونَ وَجْهَهُ ۖ وَلَا تَعْدُ عَيْنَاكَ عَنْهُمْ تُرِيدُ زِينَةَ الدُّنْيَا وَلَا تُطِعْ مَنْ أَغْفَلْنَا قَلْبَهُ عَن ذِكْرِنَا وَاتَّبَعَ هَوَاهُ وَكَانَ أَمْرُهُ فُرْطًا ﴿٦٥﴾)

“And keep yourself patient [by being] with those who call upon their Lord in the morning and the evening, seeking His countenance. And let not your eyes pass beyond them, desiring adornments of the worldly life, and do not obey one whose heart We have made heedless of Our remembrance and who follows his desire and whose affair is ever [in] neglect.”

The verse commands a leader to be patient in fulfilling their duties as a leader. Patience in organizational management will create a harmonious organizational environment. (R. Comer & E. Sekerka, 2014) It will also impact the effectiveness and productivity of the organization because every decision and policy made has been well-planned and thoroughly considered. (Haque et al., 2017)

Musyawah (mutual consultation)

The essence of *Musyawah* (mutual consultation) involves communication with members of the organization. Every decision within the organization must be taken through a consultative process involving all members who have a stake in the decision-making goal (Nik Muhammad, 2015). Each member involved in the consultation has the right to speak and express their opinions (Dewi et al., 2020). In the process of consultation, it is important to consider inputs and perspectives from various parties. (Ahmad, 2019) The ultimate goal of consultation is to generate fair decisions or policies for every member of the organization.

The Quran commands the Muslim community to make decisions through consultation, as stated by Allah SWT in Surah Ash-Shura, verse 38:

(وَالَّذِينَ اسْتَجَابُوا لِرَبِّهِمْ وَأَقَامُوا الصَّلَاةَ وَأَمْرُهُمْ شُورَى بَيْنَهُمْ وَمِمَّا رَزَقْنَاهُمْ يُنفِقُونَ ﴿٣٨﴾)

“And those who have responded to their lord and established prayer and whose affair is [determined by] consultation among themselves, and from what We have provided them, they spend.”

Consultation provides an opportunity for managers to listen to the opinions and perspectives of all members of the organization. (Stein, 2021) Through consultation, a leader will be able to see a problem comprehensively. (Schwarz, 2002) Decision-making through consultation will also ensure that decisions made accommodate the interests of all parties involved. It also ensures that the decisions taken are fair and non-discriminatory (Ellinor & Girard, 2023)

Those are several primary traits/characteristics that a leader should possess based on the Prophetic Leadership model. Apart from the mentioned traits/characteristics, there are also several traits/characteristics that a leader should possess, such as having piety (taqwa) towards Allah, sincerity in carrying out entrusted responsibilities, and being responsible. Additionally, having the courage to take risks and make crucial decisions.

CONCLUSION

A leader is an exemplar for their subordinates. To be a good role model, a leader must first be able to emulate the traits of Prophetic Leadership such as Trustworthiness, Justice, Patience, and always making decisions through consultation. By being a leader who embodies qualities similar to the Prophets, it is hoped that the organization they lead can function effectively and achieve the organizational goals and the well-being of all its members in general.

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