



## LEADERSHIP TRAITS AND PRINCIPLES OF HIGHER LEVEL EDUCATIONAL HEADS IN ISLAMIC PERSPECTIVE

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### **Abstract**

*As a religion and a way of life, Islam is widely practiced. It offers a lot of teachings and guidelines that govern individual behavior and attitudes, along with the process of leadership and followership. The perspective of Islamic leadership, the qualities and principles of Islamic leader is one of the most talked or speak about topic amongst the Muslim countries from the last two decades. The subject has been discussed by many educational heads and practitioners. In this study I have conducted systematic literature review on Islamic Perspective of Leadership of Educational Heads: Traits and Principles at Higher Level to report the importance of Islamic leadership in educational institutes. The purpose was to give a detailed overview and understanding of the Islamic Perspective of leadership of educational heads and their character traits at the higher level. It describes that how the educational heads can perceive the principles of Islamic leadership while providing the contemporary education. According to Islam, religion is a way of life that teaches people to be good in their words and actions. Therefore, in the lives of Muslims, education seeks to transform human behavior in accordance with Islamic principles. A systematic procedure has been followed to select relevant studies on the topic. This research was purely based on secondary data. The majority of the data was gathered from the Quran, previously available published literature, journals, articles, books, recorded sermons and many linked studies related to the topic was included in the review from digital library and the data base of University of Education. The search was limited to publications from 2000 and 2021. The detailed descriptive analysis of data explains the importance of Islamic leadership at higher level educational institutes in all over the world. Study results conclude that the leadership traits, as described by Islam, are compulsory to be followed by all the leaders, educational heads, who want their leadership to be effective and successful in this world and hereafter. In order to create a disciplined, cultured, and united society, leaders must understand importance of Islamic leadership for instill value in education.*

**Key words ;** Islamic Perspective , Leadership, Traits , Leading characteristics

### **Background of the Study**

Islam is the complete code of life and it is the solution to all the problems in human life. In the Holy Quran, Allah ﷻ has addressed the Muslims as His representatives and called them as Ummah. The word “Ummah” itself shows the importance of leadership in Islam. Allah ﷻ says in the Quran that "For He it is Who has appointed you vicegerent over the earth, and has exalted some of you over others in rank that He may try you in what He has bestowed is upon you. Indeed your Lord is swift in retribution, and He is certainly All Forgiving, All-Compassionate." (Al Quran, 06:165).

The messenger of Allah ﷻ also mentioned it in hadith that “Each of you is a shepherd, and each of you is responsible for the flock he is in charge of.” (Bukhari). And “Each of you is a guardian who is in charge of his subjects”. (Bukhari).

The Islamic leadership foundations, qualities and traits of a leader, and principles have been coming from following major sources: Quran , Hadith (Sunnah) and Wise Caliphs.

Allah ﷻ has assigned some specific goals and duties to human beings as they are considered to be the representatives of Him on Earth. A leader is needed for the successful completion of human needs, duties and goals. The leader

should have some specific traits and he must follow the principles of Islam to make his leadership work. The Holy Quran explicitly explains that the organization's ties are neutral, honest, and equal. In addition, it motivates and emphasizes the wisdom and devotion of virtue to admire the public. Islam is firmly committed to communicating and teamwork. For the effective and successful leadership, the Holy Quran is considered to be the major source of guidance. The message of Allah ﷻ, in the Holy Quran, is for the whole universe. (Ezad Azraai Jamsari W. K., 2012)

Falah (real success) refers to achievement in this life and in the Hereafter achieved by fulfilling Allah's orders (the one Allah ﷻ). In a nutshell, a successful leader is one who accomplishes Falah as a result of his or her position.

The goal of this study is to get a theoretical understanding of Islam's leadership perspective. The Qur'anic quotations cited are merely interpretations of a sacred text. The whole meaning of the verses is not often conveyed by these translations. For the translation of Arabic verses of Quran, Tanzil.net provided me with access to a variety of translations in English. It helped me in selecting the most precise one as a researcher. In the translated version, I used the name Maududi the most. I depended on M. Muhsin Khan and Abd-al-Hamid Siddiqui because I didn't have access to numerous Hadith translations.

The interaction between leaders and followers is referred to as leadership and it is influenced by variety of circumstances. The behavior of leaders and followers is influenced by culture, education, time, and religion. Most religions give guidelines for how people should act and interact with one another in their teachings. In the same way, Islam offers a lot of teachings and standards that govern individual behavior and attitudes, along with the process of leadership and followership. As a religion and a way of life, Islam is widely practiced by approximately 23% of the world's population. These Muslims can now be found on every continent and in almost every country, where they interact with non-Muslims as leaders or followers in many cases. There has been a considerable increase in leadership research during the previous two decades.

The perspective of Islamic leadership, the qualities and principles of Islamic leader is one of the most talked or speak about topic amongst the Muslim countries from the last two decades. The subject has been discussed by many politicians, educational heads, and practitioners. They are trying to explore an approach which can be adopted in various fields of life. On the other hand, some common or recent practices of leadership has been introduced and implemented by Western scholars and also adopt by the Muslim practitioners who neglected the Islamic leadership theory which has been implemented by the Prophet Muhammad ﷺ and great 4 Caliphs of Islam and adopted modern strategies of leadership. The concept of western leadership theories is not proven and still debatable in many countries of the world (Ahmad, 2020). When the need of practical approach, a suitable style, has been urges, then the Muslim scholars look back at the life of Prophet ﷺ and Caliphs to understand their leadership strategies and they found the foundation of Islamic leadership along with the traits of effective leader and the leadership principles. This study aims to describe the Islamic perspective of leadership of educational heads, traits and principles of leaders at higher level institutes.

The purpose of this research was to examine the perspective Islamic leadership, the traits and principles of Islamic educational heads at higher level. The main focus of the study was to explain the perspective of Islamic leadership of educational heads at higher level.

According to (Ezad Azraai Jamsari W. K., 2012), the following are some of the goals and objectives of Islamic leadership:

1. To implement Islamic Shariah
2. Personal submission to Allah
3. Commanding to the known good and forbidding the reprehensible
4. Maintaining welfare
5. Unification of society

According to (Syed Mohammad Ather, Managerial Leadership: An Islamic Perspective, 2008), the qualities of an educational head are as follows:

The leader of a community or a nation, according to Prophet Mohammad, is their servant. As a nutshell, a leader's job should be to serve and assist others in getting better. Considering it, following characteristics have been identified:

1. **Allegiance:** Allegiance to Allah is required of the Islamic managerial leader.
2. **Islamic Goals for All:** Leader sees the goals of organization not just in the lens of the interest of group but also in the broader term of Islamic goals.
3. **Adherence to Shariah and Islamic Manner:** The leader should follow the guidelines of Islam. He can only keep his position as long as he follows Shariah rules. His actions must be in accordance with Islamic etiquette.
4. **Delegated Trust:** In Islam, leadership is a position of divine trust. A leader should handle this position of trust with the utmost care (Syed Mohammad Ather, *Managerial Leadership: An Islamic Perspective*, 2007).

According to (Azram, 2016), an educational leader must have attributes of motivating, dedicating, encouraging pleasant attitude. Leader must respect his followers to develop an involvement. He needs to be energetic and develop confidence in his followers so that they can work independently. He should work on improving their ability to envision and utilize their skills in both their private and professional lives.

1. **Encouragement:** It is an important component in strengthening the followers' hidden talents. Simply saying things like "Come on, you can do it, I believe you can do more, give it a try," and so on will help them work better.
2. **Support:** The instructor must convince his followers that he is a trustworthy individual. He should develop a sense of liking, respect, and a desire for his followers to succeed. It should be done both inside and outside of the institute.
3. **Challenge:** An educational head should set high goals for his or her pupils and assist them in accomplishing them.
4. **Field Specialist:** The leader should be well aware in his position and responsibilities and be able to achieve his objectives using a variety of methods.
5. **Facilitator:** He should encourage his followers to take responsibility for their actions. He engages, leads, inspires, and encourages them in the institution.
6. **Mentor:** There are many diverse viewpoints on what behaviours are and are not considered mentorship. Things are frequently lot more complicated than they need to be. Mentoring is, at its core, the process of listening, asking pertinent questions, and exploring others to assist them by clearly expressing their views. Mentoring is about supporting and inspiring others. It's about giving others our time and effort because we care about them.
7. **Available for Advice and Guidance:** Most universities have a community that comprises people from all backgrounds and heritages; therefore, As a result, a leader's job is to break the ice and make everyone feel like they're a part of the same family. If a person is truly Patron, he or she can enlighten the pupil utilizing both Islamic references and subjective knowledge. As a result, future ambassadors for the university will come from this community.

### Research Design

According to several prominent qualitative scholars (Creswell 2002; Pope & Mays 1995; Denzin & Lincoln, 1994), qualitative research is intended to deeply explore, understand and interpret social phenomena within their natural setting. By using a qualitative research methodology, researchers want to collect richer information and get a more detailed picture of issues, cases, or events (Arora and Stoner 2009).

### Instrumentation

The development of the protocol is the first phase of the systematic review. The protocol is an explanation of the objectives and procedures of the review. The notion behind developing protocol is that "How to conduct systematic literature review on the given topic i.e. Islamic Perspective of Leadership of Educational Head: Traits and Principles at Higher Level?" and "How to report the findings of systematic review on the topic?" The objective is to conduct systematic literature review on topic and to report the results using the systematic procedure to select relevant studies. The criteria for inclusion and exclusion covered the length of time publications 2000 to 2021. Journal papers, reports, books, dissertation, conference papers and recorded sermons in between (2000-2021) were included.

### Conclusion, recommendations and discussion

The practice of motivating and mentoring followers to attain a common goal is regarded as leadership in Islam. As a nutshell, a leader should strive solely to carry out commandments of Almighty Allah on Earth. He is not free to act as he wants or pleases, also he is not allowed to submit to the demands of any group except Allah. Leadership is built on trust (Amanah). It is a psychological contract between a leader and his followers that he would do everything in his power to advice, protect, and treat them fairly. As a result, the aim of leadership in Islam is doing good deeds for Allah, the Muslim community, and humanity. According to Islam, religion is a way of life that teaches people to be good in their words and actions. Therefore, education plays an important role in the lives of Muslim. Education seeks to transform human behavior in accordance with Islamic principles. In Islam, education can be split into two categories: purpose and meaning. Because Allah is divined and adores all goodness, the basic aim of education is to serve only Allah. Man should be good as well.

In today's society, education must not only provide pupils with a solid intellectual foundation, but also address and satisfy their social, emotional, and spiritual requirements. The role of educational leaders is responding to social challenges among students, according to Islamic perspectives. By emphasizing the Islamic notion of education, it is said that education at all levels needs to be reformed and enhanced. Despite an emphasis on content and method, it is necessary to improve one's grasp of the concept of knowledge as well as the teaching and learning strategy. Parents, in addition to teachers and school officials, play a vital part in the process. Because no one knows the children better than their parents, being able to engage in their education, particularly in terms of monitoring their social activities, is incredibly beneficial. When it comes to Muslims in positions of leadership, Islam offers a long list of guidelines and rules. These instructions ranged from broad advice to in-depth minor details and suggestions. Leadership, in particular, is a comprehensive teaching that merely demonstrates the primary course and general method in which a leader should follow and care for. The leader is responsible for the strategy for following and implementing this divine path, because Islamically, leader must seek knowledge and should develop required skills that aid in achieving the entire Islamic values in leadership. Leader must not, however, act in such a manner that is disobedient to the Quran or contradicts the Sunnah. In rare circumstances, a leader may fail or make mistakes while following Allah's path. That is, however natural, if they correct themselves and seek Allah's direction and assistance on a regular basis. "The recompense of deeds depends on intentions," according to the fundamental Islamic concept, "and each person will receive the reward according to what he or she desired." As a result, when conducted with the correct intentions, routine daily activities might get awarded in similar way just like the worship acts.

Because the nature of the job is similar to that of parents, teaching is a noble profession with a high social status. Prophet Muhammad ﷺ said, "Educate without harshness." Educators are preferred over scolders". He also advised treating those you educate and those who learn from you with kindness. The utmost obligation of an educator, according to Imam Al-Ghazali, is to wholeheartedly embrace or accept the children just like their own. He also quoted Prophet's statement that, "I am like a parent to you, who is desiring to preserve his child from the hell fire". Qualified leaders, as recommended by Islam, are required to ensure the welfare and advancement of a society, institution, or state. Islamic leadership, as defined by Islam, is that which the Prophet ﷺ exemplified. As Allah's Prophet and Messenger, his leadership is unmatched in order to build trust and responsibilities, and it extends to all aspects of personal life, education, military service, politics, economy, and so on (Ezad Azraai Jamsari W. K., 2012). Hence, we must replicate all of his leadership methods and follow the message he has delivered to us in order to be successful in this life and the next. In Surah al-Nisa, Allah says, "He who obeys the Messenger thereby obeys Allah" (Al Quran: 4:80).

### Suggestions and future direction

This study identify the Islamic Perspective of Leadership of Educational Heads: Traits and Principles at Higher level, the further work must be on the development of Islamic model for teaching at higher level so that a detailed document will be compiled and will help educational leaders to lead young generation for the success of both worlds.

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