Research Article

Educational Leadership Style in The Novel Merindu Baginda Nabi by Habiburrahman El-Shirazy

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Abstract

The purpose of this study is to find out what leadership styles are in the novel Merindu Baginda Nabi. The background of this research is to examine what leadership styles are contained in the novel Merindu Baginda Nabi and how to practice them. The method used in this study is a qualitative type of literature (library research), which is a type of research that refers to the literature of literature such as book literature, articles and e-journals. The results show that there are 9 leadership styles in the novel Merindu Baginda Nabi by Habiburrahman El Shirazy, namely: Supportive Leadership Style, Democratic Leadership Style, Educational Leadership Style, Persuasive Leadership Style, Innovative Leadership Style, Motivative Leadership Style, Charismatic Leadership Style, Fatherly Leadership Style, and Participatory Leadership Style. Because novels can be an educational tool or facility in the process of leadership formation, with novels leaders can learn a lot about leadership styles.

Keywords: Leadership style, Merindu Baginda Nabi, novel

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INTRODUCTION

Literature is language or words that contain aesthetic values and tend to be imaginative. Literature is also closely related to society, so that in the development of literature it is known as the sociology of literature. Literature is not seen as standing alone but must be related to society. As Wiyatmi said in a journal article written by Nasrulloh, "literature is not seen as something autonomous, but must be related to society" (Nasrulloh, 2018).

The terms leader, leading and leadership basically come from the word lead but have a different context. The word lead means to guide or guide, then it gives birth to a verb in the form of lead which means to guide or guide. Then found the term leadership which is basically a skill or ability possessed by someone to move, motivate, and influence other people to do something with a specific purpose (Hafizi, 2010).

When a leader leads an institution, of course a leader has his own distinctive style in his leadership, this is called a leadership style. There are many theories and models of leadership styles such as democratic leadership style, autocratic style, Laissez-Faire style, situational and many others. In leading an institution a leader must choose a leadership style that is in accordance with the conditions that occur in the institution. If a leader is right in applying his leadership style then it will be able to lead to the promotion of the success of the institution, but on the contrary if a leader is not right in applying his leadership style then it can make an institution backward or even fail.

The novel Missing Baginda Nabi by Habiburrahman El Shirazy tells the story of Mr. Nur Rochim, a religious leader who manages the Darus Sakinah Islamic boarding school and orphanage in the Cemoro Kandang Malang area. This novel is a soul building novel. The story in the novel tells how Mr. Nur and the Principal of Senior High School (SMA) Nasional 3 Malang show their Leadership Style. In this novel, the writer finds several characters in the novel whose leadership style should be appreciated and set as an example in educational leadership especially. The leadership style of each leader is certainly different, not all are the same, depending on the character of the leader himself. The leadership style of a leader determines the progress and development of the organization or institution he manages.

This research was taken by looking at the characters in the novel Merindu Baginda Nabi, namely Mr. Nur as the leader of the Draus Sakinah Islamic boarding school and Mr. Abas Minulyan, M.Pd as the Principal of SMA Nasional 33 Malang, they have succeeded in bringing the institution forward with their respective leadership styles. Style is a trait, character or tendency of a leader in leading or using power and policies in an organization. The style of a leader in leading generally differs from one another depending on the nature, character and tendencies or situations faced by a leader in leading.

Leadership style according to Kartono (2008) is the nature, habits, temperament, character and personality that distinguishes a leader in interacting with others. When viewed from the theory of leadership, this definition is closer to the theory of nature that leaders are born, not made or trained. In other words only a few, very rare, individuals possess the unique characteristics to be effective leaders and attain greatness by divine design (Benmira & Agboola, 2021). This theory believes that "leaders are born, not made", leaders are born, not formed.

Likewise Purwanto (2006) provides a definition that leadership style is basically a way how a leader influences, directs, motivates, and controls his subordinates in certain ways, so
that subordinates can complete their work tasks effectively and efficiently. In an organization, the application of a person's leadership style will be able to influence the attitudes and behavior of his subordinates (employees/employees) in carrying out their work. Leadership in an organization occurs because there is interaction between three important components, namely leaders, subordinates and certain work situations or conditions (Samsu, 2014).

One's leadership style is strongly influenced by external factors. Paul Hersey and Kenneth Blanchard stated that there are four factors that influence leadership style, namely: value systems, confidence in subordinates, leadership inclinations and feelings of security in certain situations. Thus, the patterned leadership type of leadership style that emerges from a leader (Lewis Jr, 1974).

From the various definitions above, it can be concluded that Leadership Style is a way for a leader to implement a leadership strategy with the aim of achieving organizational goals perfectly so that the vision and mission of the organization are carried out. Novels (English: novels) and short stories (abbreviated: short stories; English: short stories) are two forms of literary works which are also called fiction. Even in its later development, the novel is considered synonymous with fiction. The term novel in English-and this is what later entered Indonesia-comes from the Italian novella (which in German: novelle). Literally, novella means 'a small novelty', and is then interpreted as 'a short story in prose (Nurgiantoro, 2010).

Novel is a work of fiction in literature and long writing, unlike short stories which are the opposite. The novel has two elements, namely intrinsic and extrinsic elements. Intrinsic elements are the basic elements in a written work, such as parables, themes, symbols, figures of speech, and others. The extrinsic elements are elements that support writing taken from the outside of a work, such as about the author, inspiration, life experiences, and others. It can also come from situations in the world, whether past, present, or future, as well as many other supporting facts (Wellek & Warren, 1948).

The novel as a literary genre always presents the complexity of human life. It tells the full side of the problems of a person or several characters (Kosasih, 2012). The novel tells various problems of human life in their interactions with the environment, oneself, and with God. The novel is the result of dialogue, contemplation, and the author's reaction to the environment and his life. Although in the form of fantasy, it is not true that the novel is considered as the work of mere daydreams, but is full of intense appreciation and contemplation of the nature of life and life, and is carried out with full awareness and responsibility (Nurgiantoro, 2010).

**METHOD**

The approach used in this study is a qualitative approach. This type of research is library research using descriptive methods. In this case Nawawi explains the descriptive method as a problem-solving procedure that is investigated by describing or describing the state of the subject or object of research (Novels, Dramas, Short Stories and Poetry) at the present time based on visible facts or as they are (Siswantoro, 2014). Thus, this research will contain excerpts of text, sentences, and paragraphs which are displayed in the form of data presentation.

In this study, data analysis techniques used the Miles and Huberman model, that the activities in qualitative data analysis were carried out interactively and continued continuously.
until complete, so that the data was saturated. Activities in data analysis are: data reduction, data display, and conclusion drawing/verification. Data Reduction is defined as a selection process, focusing attention on simplification, abstracting, and transforming 'rough' data that emerges from written records from the field (Sugiynono, 2017). Data Display (Data Presentation) can be done in the form of brief descriptions, charts, relationships between categories and the like. Through the presentation of the data, the data is organized, arranged in a relationship pattern, so that it will be easier to understand. Conclusion Drawing/Verification The initial conclusions put forward are still temporary, and will change if strong evidence is not found to support the next stage of data collection. But if the conclusions put forward at an early stage are supported by valid and consistent evidence when the researcher collects data, then the conclusions put forward are credible conclusions (Sugiynono, 2017).

RESULT AND DISCUSSION

Based on the results of the author's research in the novel Merindu Baginda Nabi by Habiburrahman El-Shirazy found 9 leadership styles, the leadership style in the novel Merindu Baginda Nabi is as follows:

Winardi (2000) supportive leadership is a leader who creates a work environment that helps strengthen the desire of each follower to do the best possible job, cooperate with other parties, and develop their own skills and desires.

(1) "We all cannot fail to admit that your friends Rifa or Syarifatul Bahriyah are outstanding students, outstanding teenagers. Because of that, I as the principal of the school are very proud and give the highest appreciation to him. One thing you need to note, there are no achievements achieved by being lazy. (p. 41)

(2) To be honest, in that shock, there is a feeling of extraordinary happiness. I feel that I can prove that without going out, I can get a husband, which, God willing, is great. Because when I was in college, my friends sneered at me as a woman who was a plebeian woman, a woman who was not cheap. (p. 38)

Quote (1) the text above the principal shows the Supportive Leadership Style leadership style, he gives appreciation to his students Syarifatul Bahriyah who have successfully participated in student exchange programs in America. Mr. Abas as the principal of the school also motivates all students to always learn and never be lazy in seeking knowledge. In quote (2) the text above, Mrs. Ririn, as a teacher, tells about her experience while studying at the university and gives her advice to students, she provides support so that she continues to study and doesn't care about what people say or bully her, Bu Ririn proves her success he achieved. Soetopo (2012) democratic leader is a leader who always includes all group members in making decisions.

(3) The board of the pesantren and community leaders held deliberations, finally it was agreed that Ustaz Syamsul Anam Al-Hafizh would replace Mr. Nur’s position as the main caretaker, assisted by Ustaz Fauzan and all other ustadz. (p. 163)
The leadership style in quote (3) is an example of a leader taking non-unilateral policies, there is discussion between community leaders and pesantren administrators who will lead the pesantren. This shows the existence of a democratic system whereby anyone can lead without being appointed unilaterally.

Sutrisno (2010) The educative leader style is a leader who likes to develop subordinates by providing education and skills to subordinates, so that subordinates have better insight and experience from day to day, so that an educative style leader will never get in the way subordinates want to develop education and skills.

(4) The policy that is taken, they are fostered to be ready for life as soon as they graduate from high school. Then skills for life become the main curriculum. Each student is seen for their talents and aspirations. The pesantren works with psychologists who volunteer to monitor the talents of the students. Mr. Nur works with many parties to train children to become independent. There are female students who are starting to be apprenticed in the garment home industry, not far from the pesantren. They work from nine in the morning until three in the afternoon. There are those who have internships in furniture craftsmen, and so on. (p. 70)

Quote (4) above, it tells about a leader who uses an educative style in leading. The educative style is a leader who likes to develop subordinates by providing education and skills to subordinates (Sukarman, 2021). Mr. Nur as the leader of the Islamic boarding school tries to prepare everything that is needed by post-graduation students. Mr. Nur's policy is to train every student with the talents of each student. With this policy, Mr. Nur can be said to be an educative leader, he develops and fosters the potentials of his students

Widjaja (2008) defines persuasive communication as a business process in communicating with the aim of convincing people to take actions or behave in accordance with what the communicator expects by persuading without coercion and without using violence

(5) Arum and you tiwik you better focus on preparing yourself for the National Examination. Don't worry about trivial matters like that. (p. 108)

(6) I ask you to advise Arum, for the good of him and this school. Advise him not to behave like that again. Explain to him what you guys just told us. Maybe if you convey it, it will be heard more. Our teachers' advice to him seems to have no effect. (p. 143)

Quote (5) above, Mr. Abas as the principal of SMA Nasional 33 uses a persuasive approach to his students, namely an approach using solicitation or persuasion. Mr. Abas as the leader asked his students Arum and Tiwik to focus on preparing for the national exam which will soon be held. In quote (6) above, Mr. Abas uses a persuasive leadership style, Mr. Abas persuades Fiona and Louise to give Araum advice. Mr. Abas uses other people to advise his students so that the advice can be more accepted and implemented.
Sutrisno (2010) Innovative leadership style is a leader who always tries hard to realize reform efforts in all fields, be it political, economic, social, cultural or every product related to human needs.

(7) The school principal remembers that there is still one event which has not been carried out regarding the series of events which have not been carried out regarding the series of school anniversary events, namely the closing ceremony which will be held in four more days. He felt he really needed to get input from Rifä and his friends who had proven successful in holding international seminars, even though the school’s anniversary event had to be heard out and the news read by the wider community. If the closing ceremony is just a ceremonial performance with the school band, it will be normal. He wanted an event that was special and worthy of being exposed by the news media. (p. 110)

(8) While the pesantren itself makes souvenir figures typical of Malang. In addition to good enough income to support orphans and poor people, this business can become an apprentice place for students. (p. 72)

Quote (7) immediately Mr. Abas wants the closing ceremony for the school anniversary to be lively and memorable, not just a mere ceremonial event that will make students bored. Mr. Abas’ wish was said to be innovative because he wanted an unusual event but an event that could make the school’s name even better and could expose the news. The principal’s thinking was very innovative. In quote (8) with his bright and innovative ideas, Mr. Nur made efforts for the advancement of the pesantren economy, which results from making shops that can be used for the interests and needs of Islamic boarding schools, so that pesantren do not bother looking for financing when there is a need.

Sutrisno (2010) Motivative leader style is a leader who can convey information about his ideas, programs and policies to his subordinates properly. This communication makes all ideas of subordinates and policies understood by subordinates so that subordinates are willing.

(9) That day the arrival of Fiona and Louise made the students of SMA Nasional 33 excited. Rifä introduced Fiona and Louise to Retno, Ika, Lina, Desi, Fitri and all their friends. Everyone was warmly welcomed, even asking for selfies together. Rifä also brought them both to the principal. Instantly the principal had an idea for the closing ceremony for his school’s birthday. “I will be very happy if you can organize Fiona and Louise to conclude an event for our school’s anniversary. You just think about it with your friends, then consult with Mr. Joko.” (p. 118)

(10) Initially the event was only going to be small. Professor Ruth came and was found with the students, then chatted casually. But Mrs. Ririn had a mind to make the most of this momentum. (p. 96)

Quote (9) as a leader who has good ideas and thoughts, the principal immediately had the idea to organize an event for American students Fiona and Louise at the closing ceremony for the school anniversary with the aim of motivating all 33 National High School students. Poor. With his brilliant ideas, Mr. Abas is said to be a motivated leader. In quote (10) Mrs.
Ririn also took advantage of Professor Ruth's visit to the Darus Sakinah Islamic boarding school by organizing a national seminar. Seminars are designed to be attractive and can help Islamic boarding schools. Mrs. Ririn's idea was accepted by the pesantren. So that a national seminar was held with speakers from abroad, namely Professor Ruth. According to Dwiwibawa (2012), a charismatic leader is a leader who is admired by many followers even though they cannot explain concretely why he admires him.

(11) Rifa please coordinate with all the organizers to prepare as well as possible for the event with the professor from London. The form of the event, I trust you. (p. 96)

In quote (11) Mr. Kyai Nur asked Rifa to take care of all the preparations for the national seminar which was attended by Professor Routh. With his charisma, Mr. Nur ordered the pesantren administrators to prepare everything to welcome the professor from London. Kyai is known as a charismatic figure in the eyes of the community, as well as Mr. Nur as a highly respected figure in his area. Cheng (2004) said paternalistic leadership style is a leadership style that combines authoritarian power with good actions and behavior and is bound by prevailing moral integrity.

(12) He remembers well, Mr. Sokib is the foster child of his father, who can be said to be the oldest, and was the first to leave the Darus Sakinah Orphanage. After graduating from high school by pursuing package C, Mas Sokib said goodbye and wanted to migrate to Jakarta. Dad cannot let go of his foster children without a clear path and plan. He contacted several acquaintances in Jakarta. A school friend of my father's in the village before, his name was Pak Mustain. He had become a Jakartan and worked at an Umrah bureau in East Jakarta. Mas Sokib was entrusted to his friend. (Pg 4)

Quote (12) there is a fatherly leadership style. Leaders of this type will always think that, he will always think about the fate of his subordinates. It was proven here that Mr. Nur left his student, Mr. Sokib, with Mr. Nur's friend in Jakarta, because Mr. Nur did not want to just let his students go. Mr. Nur's fatherly leadership spirit should be emulated by other leaders. Sutrisno (2010) Participatory leadership style is a leadership style by providing opportunities for subordinates to actively organize, spiritually, physically and materially in their work within the company.

(13) Do you and all the Darus Sakinnah students, orphans, all of them allow father to perform pilgrimage to the Prophet's Majesty, Nduk?" said daddy while sobbing. (p. 155)

(14) Because many people donate, Mr. Nur appoints Fauzan and Badrul, two young graduates of Jombang, to help him become administrators. Darus sakinah always makes detailed monthly reports, so that people have more confidence. (p. 71)

Quote (14) there is a participatory leadership style. Participative leadership is a leadership style that often asks for and uses the opinions of those who are led to make decisions.
Mr. Nur as the leader of the Islamic boarding school feels the need to ask for opinions and input from his students regarding his desire to perform the Umrah pilgrimage to the holy land of Makah and make a pilgrimage to the tomb of Rasulullah SAW. The leadership exemplified by Mr. Kyai Nur is called participatory leadership. In quote (14) Mr. Nur as a leader gives his father the opportunity to take part in managing the pesantren, Mr. Nur appoints Fauzan and Badrul to become administrators at the pesantren so that they can actively participate in developing and managing the pesantren's reports. The policy of including this in organizational affairs is also called a participative leadership style.

CONCLUSION

The leadership style in the novel Missing Baginda Nabi by Habiburrahman EL-Shirazy is described through the characters who play a role in the novel including the character Mr. Kyai Nur Rachim as the leader of the Darus Sakinan Islamic boarding school, Mr. Abas as the headmaster of SMA Nasional 33 Malang, Mrs. Ririn as a Mathematics Teacher at SMA Nasional 33 Poor. The leadership styles used by these figures are: Supportive Leadership Style, Democratic Leadership Style, Educative Leadership Style, Persuasive Leadership Style, Innovative Leadership Style, Motivating Leadership Style, Charismatic Leadership Style, Paternalistic Leadership Style, and Participative Leadership Style.

REFERENCES