



## A LITERATURE REVIEW: FUTURE PROPHETIC LEADERSHIP

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### Article Information    Abstract

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This article discusses the implementation of prophetic leadership for the future. Prophetic leadership refers to the administration applied by the Prophet Muhammad SAW. Prophetic leadership has characteristics and characters that apply religious values to employees or the community to achieve success through shared goals. This study aims to get an overview of the future of prophetic leadership. Data collection techniques and data analysis using library research with the theme of prophetic leadership in the Proquest, Jstor, Emerald, ScienceDirect, and Google Scholar databases. The findings show that prophetic leadership is very influential in social life because leaders must have a clear vision and mission, communicate with subordinates, pay attention to the community's welfare, and provide opportunities for employees to discuss ideas to achieve common goals. Prophetic leadership is very suitable to be applied in organizations and society to achieve shared prosperity.

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## INTRODUCTION

Humans are intellectual beings because God gave them brains that are genuinely extraordinary creations with character and morality. They can also deduce the principles of truth, which is possible because humans are spiritual beings (Sidiq & 'Uyun, 2019). On earth, humans are entrusted with the role of leader or Khalifah Fil Ard (Maktumah & Minhaji, 2020). Leaders should be able to practice the mandate properly to be accountable to Allah SWT and as a follower of

the teachings of the Prophet SAW to become a Caliph (Mirela, Arifin, Jamroh, & US, 2021). Even though humans are given the power as caliphs on earth to carry out managerial processes, they cannot be separated from their primary purpose, namely worship (Aprilia & Munifah, 2022). Leadership style is a pattern of behavior that a leader shows to influence others, so leadership behavior must follow two directions, namely, leaders and followers (Mirzal & Ninglasari, 2021). As Muslims, they believe that the Prophet SAW and the four

legitimate caliphs possessed religious, moral, and spiritual qualities (Ahmad, 2019) The complexity of the problems faced today not only the system that is the root of the problem but also because the leader is experiencing a moral crisis which is the cause of the chaotic condition of the leader in the current era (Safitri, Abdurrahman, Qona'ah , & Aini, 2021). According to Islam, a leader is a group member who is considered to have specific values and is expected to implement them. In addition, leaders direct groups and can influence the formulation and achievement of ethical goals and objectives (Ather & Sobhani, 2008).

Organizations are complex entities that seek to maximize human resources to achieve their goals (Hadiyani, Adnans, Novliadi, & Fahmi, 2021). Organizations are diverse in gender, race, ethnicity, and nationality. Thus, this diversity can have a good, potential, and substantial impact on increasingly massive decision-making, creativity, and innovation. So that it can increase the marketing reach, which is getting bigger for all types of customers (Jr, 1991). The organizational structure is a mechanism that connects individuals within a framework of rules, authority, and power (Kanten, Kanten , & Gurlek, 2015). The main problems faced in running the organization (Jackson, 1933) are 1). Fulfilment of the underlying principles and especially fulfilment of the principle of decentralization. These principles are relatively easy to accept in creation but most challenging to put into action, 2). Ensure and maintain high morale. Today's organizations must have leaders who are knowledgeable and responsive to bringing about organizational change (Malik, Saleem, & Haem, 2016)

Prophetic leadership is based on biological theory, spirituality, Islamic leadership, and social network theory (Muhammad, 2015) and based on the Al-Quran and the exemplary character of the Prophet SAW (Rahman, Senik, Hassan, Yaacob, & Zakaria, 2022). The primary mission of prophethood is to teach humans how to determine happiness and security in this world and the afterlife (Sidiq & 'Uyun, 2019). Muhammad SAW was a social leader who developed leadership based on sound morals

and portrayed himself as an example of noble character in various dimensions (Syam, 2017).

### Philosophy of Management Science

The existence of philosophy in management science is the root of the emergence of various management theories. Management science is a science that has two dimensions, both methodological and epistemological aspects, which will be able to produce empirical knowledge.

Management has three philosophies in its meaning (Yulianto, 2021): 1). Management is a process that every person who lives life must also undergo and apply management science either directly or indirectly. Management is seen as a process because goals must be achieved by using other people's activities, which must be guided and supervised; 2)—Management is a collectivity of people who carry out management activities. Someone leads the management group called the manager, namely the person who is responsible for achieving management goals and controlling team members to formulate and implement strategies; 3). Management as an art and science has a philosophy that managing an organization requires an art. Managers have their characteristics and art in running a system. Management is a science because it fulfils the requirements of a field of science, which is systematically, regularly structured, and objectively rational so that it can be studied, uses the scientific method, has organizational principles, and can be used as a theory.

Philosophical studies are based on three essential discussions (Yulianto, 2021): 1) existence, philosophically referred to as ontology; 2) knowledge which is philosophically referred to as epistemology; and 3) values which is philosophically referred to as axiology. Figure 1 shows the philosophy of science.

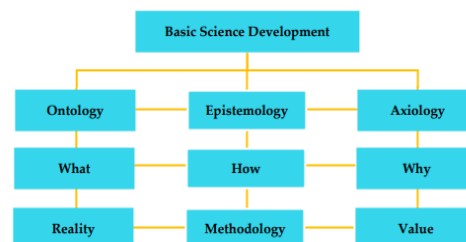


Figure 1. Philosophy of Science  
Source: Puspasari, 2021

*Perspective of Ontology.* Ontology means everything related to supra-physical things or an explanatory framework beyond ordinary thinking, which is very limited or inadequate. Management ontology is intensive communication between individuals with different skills and knowledge but working together to achieve the same goal. The ontology perspective in management science is at the heart of management practice. From the perspective of ontology, there are several understandings, including 1) Materialism, materialism understands that everything leads to matter or money; 2) Idealism, namely that reality consists of ideas, thoughts, minds, or souls and not objects or strength. This understanding is contrary to materialism. Idealism assumes that ideas, thoughts, and souls have a higher value than matter in human life.

*Perspective of Epistemology.* Epistemology is a theory that studies the origin of knowledge or its structure, methods, and validity. The epistemological perspective in management science includes the initial process that allows the acquisition of knowledge in the form of knowledge: what is the procedure, what must be considered to obtain correct knowledge, what is called truth, what are the criteria, and what must be considered, what tools help people to acquire knowledge in the form of science. The epistemology of management is concerned with how the procedure for getting something up to what means helps to get it (Fauji, 2021). The current management implementation of the epistemological process uses methods to seek the truth. The methods are literature study, research, and critical thinking (Fauji, 2021).

*Perspective of Axiology.* Axiology concerns the theory of value or the study of anything with value or benefits. Value is a phenomenon but not in the space of time, and values are logical essences. They can be understood through reason (Rosnawati et al., 2021), namely that humans must make various judgments about what is being assessed. The theory of value in philosophy is based on ethical and aesthetic issues. Thus, the value of the science of management is not only intrinsic as an art but also extrinsic value as a science to examine the possible bases of action in practice through controlling negative influences and enhancing positive influences in organizational

management. Human axiology examines the value and benefits of human life. So that humans are given a mandate to prosper the world on earth (Rahadjeng, 2021). Allah places humans as 'abd Allah, namely worship (devotion) is not only intended for the implementation of worship rituals but also for everything that Allah SWT loves and approves of but can be in the form of actions accompanied by good words. While the Khalifah Fil ardh means that humans are entrusted with managing, maintaining, managing, developing themselves, researching, and benefiting from the nature of His creation.

**Framework and Philosophical Analysis of Management Practices**

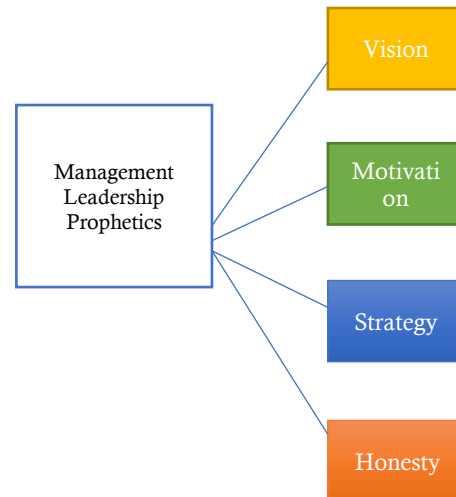


Figure 2. Management Leadership Prophetic Framework

Prophetic management in management is a philosophy that emphasizes moral and ethical values in managing human resources and the company (Fathina, 2017). It focuses on developing good relationships between leaders and employees and ensuring that company objectives are achieved relatively and ethically (Lumpkin & Achen, 2018). Prophetic management also emphasizes social and environmental responsibility in business management (Ishak & Osman, 2016). It is a management approach that aims to create an inclusive and quality work environment for everyone (Boekhorst, 2015).

Prophetic in management refers to the ability of a leader to see the future and predict trends and developments that will occur in a business or organization (Al Eid & Arnout, 2020). A prophetic leader can understand future trends, predict how things will develop, and make the right decisions to ensure that the organization stays on the right track to success (Ahmed, 2019). Prophetic leaders have a clear and holistic view of the future and use this information to lead the organization in the right direction and ensure long-term success (Ahmed, 2019).

In management, the term prophetic refers to the concept that a leader must have a clear vision and mission and be able to lead and motivate his subordinates to achieve the goals set (Vreja et al., 2016). Prophetic leaders can envision the future and envision goals, as well as motivate and lead others to achieve those goals (Salleh, 2018). This concept is fundamental in management because it helps the leader to dream up his vision and motivates his subordinates to strive together to achieve the same goal (Kotter, 2017).

Here are some prophetic management practices:

- a) Dreaming a clear vision: Leaders must dream a clear vision and convey that vision clearly and consistently to their subordinates.
- b) Motivating people: Leaders must motivate their people to achieve the vision that has been set by making them feel that they play an essential role in achieving the common goals.
- c) Develop a strategy to achieve the vision: The leader must develop a strategy to achieve the vision set by ensuring that each subordinate understands their duties and responsibilities in achieving the vision.
- d) Setting high standards: Leaders must set high standards and ensure their people understand and meet them.
- e) Acknowledge and give appreciation: Leaders must recognize and give appreciation for the achievements of their subordinates to motivate them to perform even better.
- f) Speak openly and honestly: Leaders must speak openly and honestly with their people to build trust and ensure that they

understand the vision and strategies to achieve that vision.

Research has demonstrated that prophetic leadership is a powerful tool for organizational success. For example, the study conducted by Robbins and Judge (2017) found that prophetic leaders were more successful at inspiring their employees to work toward a common goal compared to leaders who lacked a clear vision and mission. Another study conducted by Northouse (2021) demonstrated that prophetic leaders can build trust and credibility with their employees, which in turn leads to higher levels of employee engagement and motivation.

A large amount of research has been conducted on prophetic leadership and its impact on organizations and communities. One study found that prophetic leaders can inspire and motivate others to work toward a common goal (Abdallah et al., 2019). Another study revealed that prophetic leadership could help create a culture of trust and transparency within an organization, which is critical for success (Anadol & Behery, 2020). Prophetic leadership was also found to encourage innovation and creativity, leading to the development of new ideas and solutions (Han & Bai, 2020).

## **METHOD**

The research design employs a systematic literature review by taking the topic of prophetic leadership. The search for literature sources was carried out through databases such as Proquest, Jstor, Emerald, ScienceDirect, and Google Scholar. The search used keywords such as prophetic leadership, religious leadership, spiritual leadership, and prophetic HRM. Literature sources are taken from leading journals relevant to the research topic 2017-2022

## **Discussion**

### **Leadership in Islamic Perspective**

Islam teaches that leadership is a responsibility or mandate that must be carried out because of the mandate given to him to be able to guide and guide his followers towards the path of Allah SWT (Isa Darami, A.; Othman, R.; Azizan, N.; Mohd Noor, J.M.; Mohd Daud, 2019). Leadership in Arabic

comes from the words "khalifa" and "Immama"; thus, according to the Islamic view, a leader must be able to apply Islamic characteristics oriented toward the goals of the world and the hereafter (Cruz-gonzález et al., 2021). Therefore, it does not only focus on the world or the hereafter, but the focus is on the world and hereafter, which is based on Islamic perspectives such as sincerity, integrity, responsibility, discipline, patience, and justice. In Islam, as the guardianship of Allah SWT, a leader is required to pay attention to the needs of his staff or subordinates as followers; this is a leader's responsibility from an Islamic perspective (Husti & Mahyarni, 2019). As subordinates, they are also obliged to follow the leader's directions so that they act following the orders of the leader, which originate from the teachings in the Qur'an, Al-Hadith, and the teachings of the Prophet (Faris, 2019).

Likewise, in managing an organization, a leader must be able to lead staff in an Islamic organization starting from planning, organizing, monitoring and controlling, and making decisions, so the organization he leads can be more blessed because Islam is used as a way of life (Isa Darami, A.; Othman, R.; Azizan, N.; Mohd Noor, J.M.; Mohd Daud, 2019). A Muslim (Islamic) leader leading an organization should act according to the commands of Allah SWT contained in the Qur'an and Al-Hadith, develop prophetic leadership based on the teachings of the Prophet Muhammad, and develop a strong Islamic moral character (ElKaleh, 2019). Leadership becomes dynamic based on mutual influence and shared goals between leaders and staff (subordinates), which are naturally capable of increasing motivation and higher moral development (Nurfaizi, & Muafi, 2022).

Leadership in an Islamic perspective is a relationship between superiors as people who lead and subordinates as people who are led to interact and cooperate (Mustofa & Muafi, 2021). Apart from being based on the Qur'an and Al Hadith, the reflection of an Islamic leader is contained in the Prophet Muhammad SAW, including having 4 (four) qualities of an Islamic leader, namely a leader who is shidiq, amanah, fathonah, and tabligh (Cruz-gonzález et al., 2021). Shidiq means honest and does not want to lie. Amanah implies trustworthiness

and responsibility for all leadership policies taken. Fathonah means intelligent and broad-minded because she has the depth of mind to understand and handle everything related to organizational management. Tabligh which contains an open meaning, namely being able to convey all information that is useful to others (in this case, to staff or subordinates).

An Islamic leader must have spiritual awareness (Al Rabbaniy) and rational awareness as the caliph of God (Al Ilmiy), which in turn will give birth to souls and beliefs that Allah SWT loves (Soeprayitno, 2020). So that in essence, an Islamic leader is a person who has knowledge that is integrated with his work profession and is always guided by the teachings of Allah SWT (Arar et al., 2022). Factors that influence leadership from an Islamic perspective include decision-making, communication, problem-solving, and motivation (Isa Darami, A.; Othman, R.; Azizan, N.; Mohd Noor, J.M.; Mohd Daud, 2019). From these factors, the leader, as the management representative, must be able to balance the four factors so that the organization can carry out the values of Islamic leadership evenly because these four factors have previously been practiced comprehensively and flexibly and can help improve Islamic leadership skills.

In Islam, the concept of leadership is believed to have a distinctive value from just following subordinates and achieving organizational goals (Amin et al., 2018). There are transcendental values that are championed in prophetic leadership in any organization. These values become a foothold in carrying out leadership activities. Where prophetic leadership is leadership that is based on the personality of the Prophet Muhammad in carrying out his leadership (Arifin & Maunah, 2020). Because prophetic leadership in the Qur'an has been mentioned and has been exemplified by the Prophet Muhammad.

The leadership of the Prophet Muhammad SAW is not only in the religious field as a Messenger but as a carrier of risalatul kamilah to all humans, including as a leader of the people and as a pioneer of the ideal head of state (Isiko, 2020).

Therefore, prophetic leadership requires elements that should be present in the leader.

These elements are:

1. Knowledgeable Leadership  
A leader must have high knowledge, especially science and wisdom.
2. Strong leadership  
When holding leadership, prophetic leaders must be strong in terms of physical fitness to assist in implementing programs to achieve goals.
3. Trustworthy Leadership  
Prophetic leaders must have a high mandate, namely having high credibility and integrity.
4. Regenerative leadership  
Leaders who fail to pass on to the next generation will also fail to pass on better conditions.
5. God-fearing leadership  
The key to success for a leader in leading is piety.

Personal excellence Prophetic Leadership and its Contribution to the Development of Community Activities (Purwanto & Kholid, 2022)

1. *Tauhid* (Belief in the Oneness of Allah SWT) . Belief in the oneness of God which can be seen from his obedience to worship
2. Honest, Honesty can be judged from his words, behavior, and attitude.
3. Peace of Mind, Have peace of mind in the face of a problem
4. Patience (Productive and Dynamic Patience), Productive patience in carrying out religious programs with the village apparatus and all villagers
5. Thankful, Gratitude for all the blessings he has received is seen in his loyal attitude towards subordinates.
6. Halal Oriented, Trying to find sustenance lawfully because you are sure you will be given a special blessing from Allah.
7. Istiqamah, Discipline and istiqomah in carrying out their duties and obligations

### **Implementation of Prophetic Leadership**

Prophetic leadership studies have implications

for realizing Human Resource management practices oriented toward decision-making, communication, problem-solving, and motivation. HR management practices place humans as the most critical asset in the organization. Managers respond to this by motivating organizational members and conditioning organizational members to become instinctive, namely patterns formed from habits that are continuously carried out by members of the organization (Fauji, 2021). Managers communicate, motivate, solve problems, and make decisions, always guided by the teachings of Allah SWT. Islamic participation management practices are more emphasized that can be applied as an organizational culture that will provide a complete picture of the organization.

Prophetic leadership can be defined as leadership that is prophetic or that leads to higher moral or spiritual goals. implementation of prophetic leadership can be defined as the implementation of prophetic leadership or that is oriented towards higher moral or spiritual goals (Karsono et al., 2022).

Some examples of prophetic leadership implementation include:

Setting a good example: A prophetic leader must be a good example to others. He or she should practice the moral and spiritual values he or she holds and lead with honesty, integrity, and sincerity (Usman et al., 2019).

Lead with vision: A prophetic leader should have a clear vision and be oriented towards higher moral or spiritual goals. He or she must be able to lead others to achieve those goals by motivating, giving clear direction, and inspiring (Egel & Fry, 2017).

Prioritize the general welfare: A prophetic leader must prioritize the general welfare over personal or group interests. He should strive to produce decisions that are fair and favorable to everyone involved (Dimiyati et al., 2021).

Communicate well: A prophetic leader must be able to communicate well and effectively with others. He or she must be able to listen and understand the perspectives of others and communicate vision and goals clearly and openly (Ismail et al., 2020).

Cultivate trust: A prophetic leader must be able to foster trust and openness among

others. He or she should be open to feedback and constructive criticism and be able to take appropriate action to improve the situation if problems occur (Wang, 2018).

The implementation of prophetic leadership can help improve the quality of leadership in an organization or society, as well as bring about positive and sustainable change for the people involved.

According to research conducted by Septiawati, (2018) the higher the level of prophetic leadership of a superior, it will cause job satisfaction in employees to increase. To increase employee job satisfaction, of course, it cannot be separated from how the leadership of a boss. The more the leader pays attention to how his employees, it will indirectly cause job satisfaction in his employees. Raises job satisfaction in employees.

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## CONCLUSION

The role of prophetic leadership is significant in social life. This leadership includes Islamic leadership, which adheres to the values of responsibility or trustworthiness, guiding and directing its followers in the way of Allah SWT. Prophetic leadership has a clear vision and mission, structured communication with subordinates, pays attention to the welfare of society, and allows employees to balance thoughts to achieve common goals. Participatory leadership is a form of prophetic leadership.

Prophetic leadership can also be explained as an effort made to influence others in order to influence a person or group to achieve goals, which reflects the characteristics of a prophet or apostle / prophet.

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