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## TRANSFORMATIONAL LEADERSHIP MANAGEMENT MI LUTHFUL ULUM IN ACHIEVING AN EXCELLENT MADRASAH

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**ABSTRACT**

Manajemen Kepemimpinan Transformasional MI Luthful Ulum Dalam Mencapai Madrasah Unggul. Manajemen Kepemimpinan Transformasional MI Luthful Ulum Dalam Mencapai Madrasah Unggul di Kabupaten Pati adalah sebagai berikut: 1) kepemimpinan transformasional kepala sekolah dapat diartikan sebagai bentuk atau gaya yang diterapkan kepala sekolah dalam mempengaruhi bawahannya (guru, tenaga administrasi, dan semua karyawan) untuk mencapai kinerja dan tujuan pendidikan yang diinginkan. 2) Prinsip utama dari pemimpin transformasional adalah bahwa mereka memiliki tinggi kompetensi dan visi untuk mewujudkan kesuksesan, pimpinan dapat menginspirasi bawahan untuk merespon dengan besar antusiasme dan berkomitmen untuk mencapai tujuan. 3) Kepemimpinan transformasional akan memberikan pengaruh positif pada hubungan antara atasan dan bawahan pada pendidikan Islam. Dengan konsep kepemimpinan transformasional, bawahan akan merasa percaya, kagum, bangga, loyal, dan hormat kepada atasannya serta termotivasi untuk mengerjakan pekerjaan dengan hasil yang melebihi target yang telah ditentukan bersama. Perubahan-perubahan positif tersebut seperti memberi contoh seperti pemimpin menunjukkan perilaku yang profesional dalam proses belajar mengajar, kejujuran, kedisiplinan (tepat waktu), kemampuan kerjasama dan hubungan antar siswa dan guru akan mempengaruhi guru pada Lembaga Pendidikan Islam. 4) Penerapan manajemen kepemimpinan transformasional MI Luthful Ulum dalam mencapai madrasah yang unggul di Kab. Pati pada gambar diatas terdapat 4 penjabaran kepemimpinan transformasional seperti pemimpin yang memperhatikan kebutuhan bawahan, pemimpin yang mengangkat isu kebutuhan ke tingkat yang lebih tinggi, pemimpin yang mendengarkan masalah bawahan dalam bekerja, serta pemimpin yang membangun rasa percaya diri bawahan.

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**Keywords:**

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Management,  
Leadership,  
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Madrasah, Excellent

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**ABSTRACTS**

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MI Luthful Ulum's Transformational Leadership Management in Achieving Excellent Madrasa in Pati Regency. MI Luthful Ulum's Transformational Leadership Management in Achieving Superior Madrasahs in Pati Regency is as follows: 1) the principal's transformational leadership can be interpreted as the form or style applied by the principal in influencing his subordinates (teachers, administrative staff, and all employees) to achieve performance and desired educational goals. 2) The main principle of transformational leaders is that they have high competence and vision to realize success, leaders can inspire subordinates to respond with great enthusiasm and commitment to achieving goals. 3) Transformational leadership will have a positive influence on the relationship between superiors and subordinates in Islamic education. With the concept of transformational leadership, subordinates will feel trust, admiration, pride, loyalty and respect for their superiors and will be motivated to do work with results that exceed the targets that have been determined together. These positive changes such as setting an example, such as leaders showing professional behavior in the teaching and learning process, honesty, discipline (on time), ability to collaborate and relationships between students and teachers will influence teachers at Islamic Education Institutions. 4) Implementation of MI Luthful Ulum's transformational leadership management in achieving superior madrasahs in the District. Pati in the picture above there are 4 descriptions of transformational leadership, such as leaders who pay attention to the needs of subordinates, leaders who raise issues of need to a higher level, leaders who listen to subordinates' problems at work, and leaders who build subordinates' self-confidence.

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## A. INTRODUCTION

The ideal future of educational institutions is actually very much determined by the existence of their leaders. The leaders of educational institutions have the authority and are fully responsible according to their managerial level for the effectiveness of managing educational institutions. Leaders have 3 main roles in institutions, namely the role of decision-making (*decision role*) the role of building and fostering harmonious relationships between humans (*interpersonal role*) and review and disseminate information (*informational role*). The latest national education system law has been ratified by the president Number 20 of 2017. This new law on the national education system is full of quite basic demands because it must be able to guarantee equal educational opportunities, improve quality and relevance and efficiency of education management to face challenges in accordance with the demands of changes in local, national and global life (Paul Herse, 2017: 99).

One of the immediate efforts to meet these demands is a planned, directed and continuous education renewal. So a professional principal will know the needs of the world of education and the needs of the school specifically, thus he will make adjustments so that education and schools are able to develop and progress, in accordance with the needs and developments of the times (Hendri Tanjung, 2008: 119).

Education has a very management role, because education determines the quality of a person or human resources. The role of educational management involves a principal, and the achievement of educational goals is very dependent on the skills and wisdom and quality of the principal as a leader. The principal is a professional leader in the school organization, who is tasked with managing all school resources and working with educators, staff and other employees. Therefore, leaders in educational institutions must have an attitude that can inspire teachers below them so that they can achieve the goodness of the vision and mission of the school they lead (Stephen, 2007:194).

The achievement of good performance cannot be separated from the intervention of a leader. Many organizations and institutions are successful because they have a competent and qualified leader. A good and inspiring leader for everyone can have an impact on Islamic educational institutions because they are able to provide a positive influence on their subordinates who are the backbone of the organization. Without good leadership, an organization or institution will find it difficult to achieve its goals, even to adapt to changes that are occurring inside and outside the organization itself. Therefore, an extra approach is needed that must be taken by a leader to his subordinates so that all goals can be realized properly (Husaini Usman 2014: 342).

Transformational leadership is basically able to influence its followers and provide encouragement to its subordinates to do more than they can do, in other words it can increase the trust or confidence of subordinates which will affect performance. If a leader has a transformational leadership character, it will trigger his subordinates to further improve their performance (Richard, 2012: 349).

The transformational leadership of the principal influences the professionalism of Islamic educational institutions because it can influence individuals in an organization to build cooperation, foster work enthusiasm, and realize goals. The practice of transformational leadership style can bring about more fundamental changes, such as changes in values, goals, and needs of subordinates and the most

important thing that exists in Islamic educational institutions (Susilo Martoyo, 2017: 196).

This needs to be supported by the ability of a leader (principal) who can influence his followers, prioritize providing opportunities to his followers and encourage change towards common interests. Therefore, transformational leadership not only has a vision, but has the ability to make his followers accept the vision and increase commitment to realizing the vision that exists in Islamic educational institutions (Toto Tasmara, 2019: 16).

Based on the background above, this paper will discuss the concept of what is transformational leadership, how does transformational leadership management work, what is the relationship between transformational leadership management and its influence on Islamic education, and how the implementation of transformational leadership of MI Luthful Ulum in achieving superior madrasah in Pati Regency.

## **B. METHOD RESEARCH**

This research is a field research with a descriptive qualitative approach at the MI Luthful Ulum Pati institution. A descriptive qualitative approach, namely by using research that produces descriptive data in the form of written or spoken words. By choosing this qualitative method, the author can obtain accurate data. Judging from the nature of the data presentation, the descriptive method is a study that does not seek or explain relationships, does not test hypotheses or predictions. The type of this research is *field research* (Sugiono, 2018, 24).

Definition of field research (*field research*) is a research that is conducted carefully by going directly into the field to study the background of the current situation and the interactions of individuals, groups, institutions, and communities. In general, this research aims to be in-depth towards a particular individual, community or institution about the background, conditions or situations that occur in it (Wagiran, 2013, 21). The data collection techniques in qualitative research are using observation, interview and documentation methods (Sukardi, 2015, 47).

## **C. RESULT AND DISCUSSION**

Good leadership can move people towards long-term change that is truly in their best interests. Leadership can also be interpreted as a role and is a process to influence others. A job and activity will be successful if it is arranged, managed, regulated and organized by utilizing various resources, both physical and non-physical.

There are several criteria for transformational leadership that are applied to Islamic educational institutions, namely at MI Luthful Ulum Trangkil Pati, namely:

1. When a leader motivates his subordinates. The organization he leads will run well if the leadership is led by a leader who is loved by his subordinates. This clearly illustrates that a leader must have the ability to carry out leadership tasks such as motivating subordinates, and must also have the ability to manage the heart.
2. A leader who is able to accommodate the aspirations of his subordinates. In addition to being loved, a good leader can also accept criticism from his subordinates. When a leader in an organization or company is surrounded by critical people, often providing valuable input, then success will be easy to achieve.

3. A leader who always deliberates. Deliberations are conducted with certain people to discuss issues related to public policies, or those related to the general interests of the company. A firm attitude in acting and making decisions but not authoritarian.

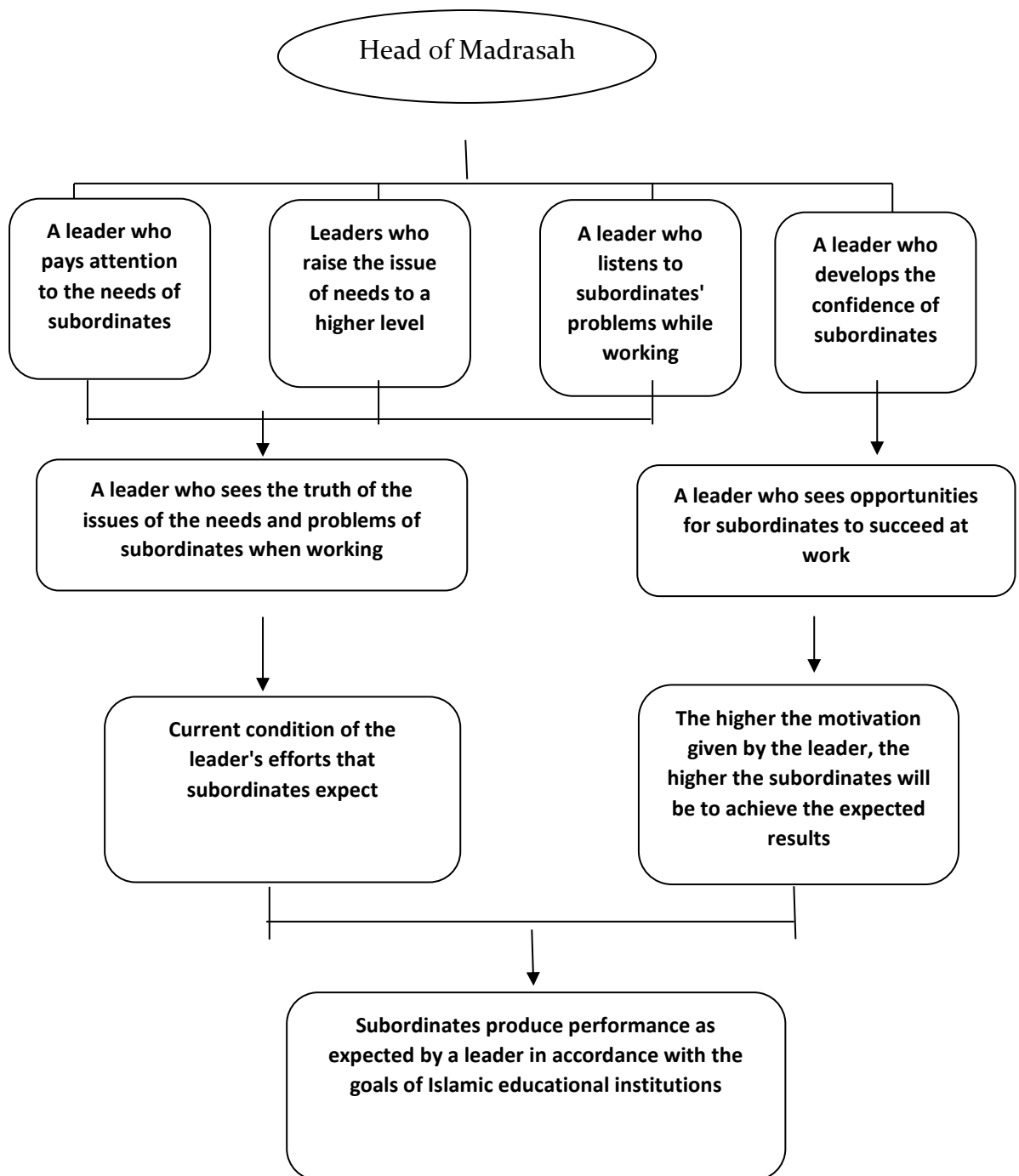
Transformational leaders work by encouraging their subordinates to be more innovative and creative. Followers of transformational leaders tend to understand and agree with the goals of the organization's management and believe that the goals they are pursuing are important. Ultimately, transformational leaders can create commitment on the part of their followers and instill in them a greater sense of trust in the leader.

In addition, leaders must see the opportunities for subordinates to succeed in working, when the opportunities for success are not as expected, a leader must motivate and build the confidence of his subordinates when working. The higher the motivation and building of self-confidence given by the leader, the higher the subordinates to achieve the expected results. The results when a leader applies this, the teacher will produce the performance as expected by a leader according to the goals of Islamic educational institutions.

The following is a transformational leadership model applied at MI Luthful Ulum Trangkil Pati which can be described as follows:

Picture 2.1

**Transformational leadership model at MI Luthful Ulum Trangkil Pati**



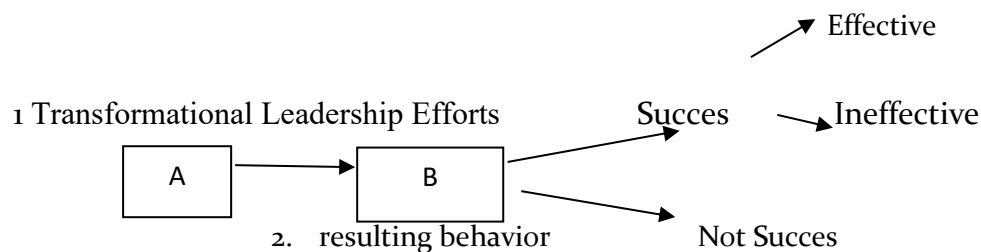
So the application of transformational leadership management and its influence on Islamic educational institutions at MI Luthful Ulum in the picture above there are 4 descriptions of transformational leadership such as leaders who pay attention to the needs of subordinates, leaders who raise the issue of needs to a higher level, leaders who listen to subordinate problems at work, and leaders who build subordinates' self-confidence. A leader must intervene to see the truth of the issue of needs and problems

of subordinates when working so that later a leader will find the best solution for his subordinates at Islamic educational institutions.

Leadership can be said to be effective if a leader is able to influence his subordinates to carry out tasks according to the will of the company or the will of the subordinates themselves. Because the stimulus or encouragement carried out by a leader can result in success or failure, this can be described as follows.

### How transformational leadership works

Picture 2.2



Based on the picture above, when A tries to take leadership action against B. If A's leadership style does not match B's expectations or even contradicts them, then B will still do it, because A has the power of office. In this case, A's leadership can be said to be successful but not effective. If B does the work and it matches his expectations and A's expectations, then A's leadership is effective because A has the power of office and personal power

Picture 2.3

Award as the best Madrasah ranked 17th in Pati



In 2022, the implementation of transformational leadership at MI Luthful Ulum began to bear fruit, this was proven by the achievement of the MI Luthful Ulum

educational institution by winning an award as the 17th best madrasah at the Pati Regency level in 2022.

The details of the achievements obtained by MI Luthful Ulum from the implementation of transformational leadership management in 2023 are as follows:

1. 65 national level student achievements
2. 15 national level teacher achievements
3. student achievements at district level

Picture 2.4

**Award as the 5th best Madrasah in Pati Regency**



Evaluation of the implementation of transformational leadership at MI Luthful Ulum is always carried out every year to become a superior madrasah in Pati Regency. In 2023, the MI Luthful Ulum educational institution again won an award as the 5th best madrasah in Pati Regency in 2023. This is sufficient proof that transformational leadership has a significant influence on the purpose of establishing a madrasah which is increasingly trusted by the community and the district government as the organizer of Islamic education.

The details of the achievements obtained by MI Luthful Ulum from the implementation of transformational leadership management in 2023 are as follows:

1. 466 national level student achievements
2. 1 achievement of KSM students at Pati Regency level
3. 24 achievements of PORSENI students at the sub-district level



#### **D. CONCLUSION**

Transformational leadership can be explained as a leader who has a certain way to influence his subordinates. Thus, subordinates feel trust, pride, loyalty and respect for their superiors, and they are motivated to do more than expected. Transformational leadership will have a positive influence on the relationship between superiors and subordinates in Islamic education. With the concept of transformational leadership, subordinates will feel trust, admiration, pride, loyalty, and respect for their superiors and be motivated to do work with results that exceed the targets that have been determined together.

The application of transformational leadership management at MI Luthful Ulum in achieving a superior madrasah in Pati Regency in the picture above there are 4 descriptions of transformational leadership such as leaders who pay attention to the needs of subordinates, leaders who raise issues of needs to a higher level, leaders who listen to subordinates' problems at work, and leaders who build subordinates' self-confidence.

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