

The Concept of Leadership in Islamic Perspective

¹Farhan Rahmawan Halim

¹Universitas Islam Bandung, Email: farhanrhalim@gmail.com

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Abstract

This paper explores the concept of leadership in Islamic perspective. Islamic leadership is based on the principles of justice, accountability, responsibility, and consultation. The paper examines the key characteristics of an Islamic leader, such as honesty, sincerity, and trustworthiness, and the importance of leading by example. It also discusses the role of a leader in promoting unity, peace, and social justice, and the need for ethical leadership in Muslim societies. The author of this paper uses the literature review method, which is a series of activities related to the method of collecting library data, reading, recording, and processing materials that are appropriate to the theme of the discussion and can be taken from library sources, either in the form of books, articles, journals, manuscripts, Publications and so on, where these sources contain theories relevant to the discussion. Based on the previous explanation, it was concluded that leaders and leadership are one unit that is important to pay attention to, especially in the sphere of Islam. Islam regulates all aspects of human life, from very big and urgent issues to even very small matters that are not even visible to human eyes, so people ignore them.

Keywords: *Leadership, Leadership in Islam, Leadership Concept*

Introduction

Every Muslim adopts Islam as his or her exclusive frame of reference for life as it has been revealed. Islam evolves into a fully unified religion (a religion of Complete integration). Islam is a comprehensive and universal religion that governs many different aspects of life, including how Muslims should worship their God. Starting with matters of worship, social interaction, and coexistence in society, learning about religion and general knowledge, and even state administration and issues about leaders and leadership. the universe, and this fusion is predicated on the existence of Allah SWT, also known as God Almighty, throughout all of his existence (Zuhdi, 2014).

Every one of us should identify as a leader. Each of you is a leader, and each leader will be held accountable for what he leads, according to H.R. Al-Bukhari Muslim (H.R Al-Bukhari Muslim). According to this hadith, it is obvious that everyone is a leader. Regardless of color, class, or ethnicity. A caliph is one of the jobs that mankind is given to this earth to perform, as is stated in the Qur'anic verses (leader). Humans must therefore fulfill their obligations and fulfill their leadership roles, or at the very least, lead themselves. And everyone involved will face consequences. As a leader, you must be able to set an excellent example for those you are accountable for and take responsibility for what you are leading. (Hidayat et al., 2020).

There are leaders and followers in leadership, which is one of the aspects that determine whether an organization is successful or not and also greatly influences that success (Supriani et al., 2022). A good leader will be able to bring about positive changes to what he leads, and vice versa can also bring about adverse changes, so leader's job is crucial for the members or agencies they lead. The direction and progress of an institution a leader leads are highly influenced by his or her leadership. (Hidayat et al., 2020; Supriani et al., 2022).

One type of leadership, a leader, an exercise in what policies can be developed and put into practice in the real world. A leader has a tremendous amount of duty to lead. A leader executes a comprehensive mandate from Allah SWT. Therefore his or her ability to be a good or terrible leader depends on internal and external circumstances that may or may not have much of an impact on that person. In actual life, two subjects or parties play a role in the implementation of leadership, namely the one who leads (the priest) and the one who is led. A true leader can maintain composure under pressure and is honest, fair, intelligent, and accountable. (Lathif et al., 2021).

Each leader has unique methods and management styles for running organizations and businesses. The Islamic leadership style is one of them. Islam's view of leadership may be observed in the Prophet Muhammad SAW's leadership, which is separated into two categories: servants and guardians (Hidayat et al., 2020). The application of Islamic values in Islamic leadership can be found in both business and non-business practices. According to experts, Islamic leadership is similar to conventional leadership except that there are religious, moral, and humanitarian roots in it. Islamic leaders carry out their duties because Allah SWT and, in leading, tend to serve their followers and are not thirsty for power. All activities in Islamic leadership are carried out sincerely and with the group's interests in mind.

Based on this description, the author intends to explain the meaning of Islamic leadership, which can make leadership better by referring to the leadership of Rasulullah S.A.W.

Methods

The author of this paper uses the literature review method, which is a series of activities related to the method of collecting library data, reading, recording, and processing materials that are appropriate to the theme of the discussion and can be taken from library sources, either in the form of books, articles, journals, manuscripts. Publications and so on, where these sources contain theories relevant to the discussion.

Result and Discussion

The General Concept of Leadership

Leadership has many definitions; in language, leadership is called Leadership (English) and Zi'amah or Imamah (Arabic). Meanwhile, in terminology, Mayfield and Hamzah stated that leadership is associated with stimulating, mobilizing, directing, and coordinating the motivation and loyalty of those involved in a joint effort. (Charis et al., 2020; Kurniawan et al., 2020). Therefore, leadership is one of the determining factors for whether or not an organization is good or bad; the success of an organization is also largely determined by leadership factors; in leadership, there are leaders and followers (Supriani et al., 2022).

Leadership is the art of influencing others, whether influencing individuals, religious organizations or institutions, education, community institutions, or other institutions. A leader is someone who can manage himself, other people, and the organization he leads. A trustworthy leader will become an exemplary value for others. Vice versa. Characters like these are actually said to be leaders because their good personalities can influence other people around them. Their leadership has been able to produce human resources who have good morals in accordance with Islamic principles (Hifza et al., 2020)

Leadership is a skill a person has which has different from other leaders. The difference in the character of the types of leadership is like this, the type and style of leadership have differences as well, which is not only the type of leadership from the position and position they have but the type of leadership that is in them (Hifza et al., 2020; Mardani, 2022). Thus, based on some of these definitions, it can be concluded that leadership is an attempt to direct, guide and motivate and jointly overcome problems in the process of achieving organizational goals.

In general, concepts in leadership, at least, has the elements that must exist in leadership as seen based on the literature study that researchers have done, namely as follows..

Table 1.
Leadership Elements Based on Literature Study

No.	Leadership Elements	Literature Sources
1	Traits inherent in a leader	(Haya & Abdullah, 2022; Kumowal & Tuerah, 2022; Supriani et al., 2022; Yusnita & Aslami, 2022)
2	Influence others	(Bakhtiar, 2019; Herawati, 2004; Hilyanti et al., 2022; Nasution, 2015; Ritonga et al., 2022; Yusnita & Aslami, 2022)
3	There are members or groups of people who receive influence	(Kumowal & Tuerah, 2022; Nasution, 2015; Ritonga et al., 2022)
4	Coordinating and directing others to achieve goals	(Bakhtiar, 2019; Haya & Abdullah, 2022; Herawati, 2004; Kumowal & Tuerah, 2022; Ritonga et al., 2022; Thaib, 2016)

Source: processed by researchers

The findings from the results of mapping scientific literature that has been carried out by researchers in order to provide theoretical insights into the basic concept of leadership in which at least there are elements which, if translated, include leadership as an inherent trait of a leader, influencing other people, there are members or groups that receive influence and coordinate and direct others to achieve goals. Of course, the concept of leadership is certainly present in an organization. Therefore, based on the scientific literature, leadership must fulfill the elements of leadership above.

The Concept of Leadership in an Islamic Perspective

Leadership in the concept of the Qur'an is referred to by the term Imamah, the leader with the term imam. The Qur'an links leadership with guidance and giving instructions to the truth.

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A leader may not commit tyranny and never commit tyranny at all levels of tyranny: tyranny in knowledge and deeds, tyranny in making decisions and their application (Kurniawan et al., 2020; Lathif et al., 2021).

Leadership is also identified with the process of directing and influencing activities related to the work of group members. Three important implications contained in this case are, First; Leadership involves other people, both subordinates and followers. Second, leadership involves the distribution of power between leaders and group members in a balanced way. Third, the ability to use different forms of power to influence the behavior of followers.

As a form of perfection, humans were created by Allah SWT and had two major duties and responsibilities. First, as a servant ('Abdullah) who is obliged to worship as a form of *ubudiyah's* responsibility to God as the creator. Second, *khalifatullah* has a divine position as a substitute for Allah SWT in managing all of nature. In other words, humans as caliphs are obliged to create peace, make improvements, and not cause damage, both for themselves and for other creatures.

The leader, in the view of the Qur'an, is actually the choice of Allah SWT, not the choice and agreement of humans as understood and used as a basis for Muslims in general. Human choice opens a wide door to enter error and tyranny. In addition, the human agreement does not rule out the possibility of agreeing on acts of sin, disobedience, and tyranny. This has been widely proven throughout human history (Juhji et al., 2020). Thus, leadership is the process of influencing or setting an example a leader to his followers in an effort to achieve organizational goals. Leadership is actually not something that has to be fun, but it is a responsibility as well as a very heavy mandate that must be carried out as well as possible.

In language, leadership is called Leadership (English) and *Zi'amah* or *Imamah* (Arabic). Meanwhile, in terms of terminology, Mayfield and Hamzah stated that leadership is associated with stimulating, mobilizing, directing, and coordinating the motivation and loyalty of those involved in a joint effort (Kurniawan et al., 2020; Lathif et al., 2021). Leadership refers to the process of influencing and exemplifying the activities that managers carry out on their followers and members to achieve certain organizational goals. Leadership is also defined as a person's ability to be to gain respect, gratitude, trust, obedience, and loyalty to guide the Group to achieve common goals.

Leadership in Islam is called the caliph, imamate, or *imaratul mukminin*, and the concept has been stated in the Al-Qur'an and as-Sunnah. According to the word of Allah Q.S. al-A'raf: 43 which means: "... Praise be to Allah who has led us to this (paradise). And we will never receive guidance if Allah does not guide you..." In the word, it is explained that to achieve the pleasure of Allah, a leader is needed who is able to carry out his leadership according to His commands. Not only that, leadership is very important, as can be seen from its goals, namely creating a sense of security, justice, and tranquility, upholding Ammar Ma'ruf Nahi Munkar, caring for others, organizing, and finding solutions to community problems. (Supriani et al., 2022; Zuhdi, 2014).

Other verses also provide an explanation of how a leader is presented in a community setting. These verses are; QS: An-Nisa' verse 144, which means: "O you who believe, do not take unbelievers as WALI (leaders) by leaving the believers. Do we want to provide a real reason

for Allah (to torture you)?". The verse discusses leadership, where the concept of leadership has at least two descriptions, namely political power and tasks imposed on humans. In QS al-Baqarah, verse 31 also explains the obligations of the caliph, namely, earth or territory, given political or mandatory power as well as a relationship with Allah SWT. (Kurniawan et al., 2020).

From the Islamic perspective, several terms that show the meaning of leadership are shown in the following table.

Tabel 2.
 Terms of Leadership in Islam

No.	Leadership Term	Definition	Literature Sources
1	Khilafah	People who can defend people who are being persecuted because it is hoped that they can solve various problems and people who can uphold God's law, namely from evil and evil deeds.	(Khairuddin & Murtopo, 2022; Khoerunnisa et al., 2023; Rif'an & Said, 2022)
2	Imamah (Imam)	People who can be role models for their members have clear goals and orientations toward the direction of the organization they lead	(Ilyas, 2022; Khairuddin & Murtopo, 2022; Mahyudin, 2022)
3	Ulil Amri	It is a combination of ulu and al-amr, the person who takes care of the people's affairs. And also everyone who controls and manages a matter with legal authority	(Hayati, 2022; Khairuddin & Murtopo, 2022; Luthfiah et al., 2021)
4	Ri'ayah (Ro'in)	The leader (ro'in) must have the nature of shepherding (protecting) its members and properly maintaining the survival of the organization they lead	(Azizi et al., 2023; Khairuddin & Murtopo, 2022; Lathif et al., 2021)

Source: processed by researchers

Characteristics of Islamic Leadership

Generally, the appointment of a leader is based on several conditions that must be met, and of course, he must have an advantage over the other people he will lead. Broadly speaking, it can be said that a leader will be chosen because he has advantages in the fields of knowledge, skills, personality, and other things that can be an element driving him to become a leader. According to Abu Bajar in Lathif et al. (2021), the criteria for leaders who are considered effective and efficient are fair, sensitive to surroundings, able to control their ego, not individualistic, responsible, dare to start new things, smart and agile, mentally strong, open, humble, wise, and others, etc. When a leader has the characteristics described above, this will have a positive impact on the policies and work programs that will be carried out.

Within the scope of Islamic, a leader must adhere to Islamic teachings. That way, the same means that in the implementation of his leadership, a leader will be required to carry out his duties as a leader according to the Qur'an and Hadith. Leaders in Islamic education must have the characteristics that have been exemplified by the Prophet Muhammad SAW. Some of the obligatory characteristics of the Prophet that we often hear are Siddiq, Amanah, Tabligh, and Fathanah (Yani, 2021).

Siddiq is an honest character. Honesty is one of the many qualities possessed by the Prophet SAW. that we can emulate, especially as a leader. Leader behavior refers to honest and fair deeds in carrying out and completing what has been conveyed in words through deeds and exemplary, which refers to the characteristics that exist in the Prophet Muhammad SAW. *Amanah*, namely being able to be trusted or being able to be responsible for what has been assigned to him. Shaykh Salim bin 'Id al Hilali hafizhahullah argues trust is an order regarding matters with which a person is obliged to fulfill it, or he is entrusted with it. Therefore, trust concerns one's obligation to Allah. Thus, it is appropriate for someone who is given a mandate and should carry it out with all his might and as well as possible.

Tabligh means delivering. Relating to the way a leader has an attitude of openness (transparency) in taking responsibility for the tasks he carries by not hiding the truth, especially for the common good. *Fathanah* means smart. A leader is recommended to have extraordinary knowledge and skills and have a good leadership spirit for solving various problems and also the tasks carried out (Lathif et al., 2021; Yani, 2021).

In addition to some of the characteristics above, the characteristics of leadership in Islamic law also contain that; the leader must be pious, believe and do good deeds, not be heedless of what Allah Subhanahu Wata'ala commands and what Allah Subhanahu Wata'ala has forbidden, always uses the laws that have been ordained by Allah as stated in the Qur'an, and don't ask for a job (Lathif et al., 2021).

The Role of Islamic Leadership

Leadership is a process or way for a leader to influence or move others to achieve common goals that have been set. One natural way of studying leadership is by implementing it in everyday life with practices like an expert or practitioner. What is meant in this case, experts are considered part of the job (Hifza et al., 2020).

As we know, leadership is a human activity in social or social life. Leadership comes from the word lead which means to meet the "leader", he wants to lead and show his methods and instructions. But there are leaders, orientation, direction, and other feelings when it comes to education and training to be able to work alone. From the word lead to the word leadership development, the word describes every topic of leadership and its activities (Yani, 2021; Zuhdi, 2014).

In another view, leadership is an activity that influences the behavior of others and aims to achieve certain goals. He also concluded that leadership is a process that influences human behavior so that other people can ask the leader to achieve agreed goals. The role of leadership in Islam can be seen from the example of the leadership of the Prophet Muhammad SAW, which

was divided into two parts, namely servants (servants) and guardians (guards). The application of Islamic values in Islamic leadership can be found in both business and non-business practices. According to experts, Islamic leadership is similar to conventional leadership except that there are religious, moral, and human roots in it. Islamic leaders carry out their duties because Allah SWT and, in leading, tend to serve their followers and are not thirsty for power. All activities in Islamic leadership are carried out sincerely and with the interests of the group in mind.

Based on this explanation, we can see that a leader has a very central role in the ongoing work of an organization/work group. That way, in attracting the attention of his subordinates or other people, each leader uses his own ways to move others. The method in question can be called a leadership style. The personality of a leader or the actions of the leader itself is a reflection of the style of leadership. The combination of "leadership behavior" and "leadership style" is the key to success in managing an organization. Not only that, but leadership is also needed in a broader scope both at the local, regional, and even national levels. Several management experts have revealed the topic of leadership.

The role of the leader and leadership in Islam is to be responsible for the people they lead. A leader is always held accountable for what they do, do instruct the people they lead both in this world and in the hereafter. According to Ahmad Ibrahim in the book *Management Syari'ah* explained that the role of leadership in Islam is certainly different from the role of leadership in the general sphere. This is because the role of leadership in Islam must be based on Islamic teachings in the Qur'an and Sunnah.

There are many leadership roles in Islam. The author tries to explain the role of leadership in Islam at least in the following table:

Table 3.
The Role of Leadership in Islam

No.	Leadership Role	Literature Sources
1	Efforts to cope with change and maintain and develop the existence of the organization	(Hilyanti et al., 2022; Khoerunnisa et al., 2023)
2	Can play a key role in the direction, goals, and level of success in achieving organizational goals	(Bakhtiar, 2019; Hayati, 2022; Ningrum et al., 2022; Ritonga et al., 2022; Thaib, 2016)
3	Act as a servant and guard for the people	(Azizi et al., 2023; Charis et al., 2020; Ilyas, 2022; Mahyudin, 2022; Rif'an & Said, 2022)
4	Responsible for the people he leads	(Kurniawan et al., 2020; Lathif et al., 2021; Yani, 2021)

Sumber: diolah oleh Peneliti

Conclusion

Based on the previous explanation, it was concluded that leaders and leadership are one unit that is important to pay attention to, especially in the sphere of Islam. Islam regulates all aspects of human life, from very big and urgent issues to even very small matters that are not even visible to human eyes, so people ignore them. Leadership is an important material to study because it has been regulated in Islam. Islam teaches that leadership means a guiding activity and guidance in showing the path that pleases Allah Subhanahu Wata'ala with the intention of giving birth to individual abilities in the environment of those who are led in their efforts to achieve the pleasure of Allah Subhanahu Wata'ala during their life in this world and in the hereafter.

Likewise, the characteristics of good leadership from an Islamic perspective. Although Islam accepts all leadership traits in general, Islam places more emphasis on leadership based on the main sources, namely the Qur'an and hadith, which have commendable qualities. The role of leadership in Islam can be seen from the example of the leadership of the Prophet Muhammad SAW, which was divided into two parts, namely servants (servants) and guardians (guards). The application of Islamic values in Islamic leadership can be found in both business and non-business practices.

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