The Impact Of Islamic Leadership On Employee Satisfaction On Syariah Banking Institutions In Medan City

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Abstract

A tough challenge that leaders often have to face is how to move their subordinates to always want and be willing to exert his or her best skills for the sake of their group or organization. The relationship between employees and leaders is very important in increasing productivity so that it will give job satisfaction. For that the leader must have the nature of trust, professional and also has the nature of responsibility. Leadership is not arbitrariness to act, but the authority serves to nurturing and to do it as justly. Each of you is a leader, and you will be held accountable for his leadership (H. R. Bukhori). The purpose of this research is to know how Islamic leadership towards employee satisfaction in Syariah banking institutions in Medan city. The study approach uses associative research. Data collection techniques using polls and interviews. The result of a correlation analysis shows that Islamic leadership affects job satisfaction. The value of Thitung 4.081 > 1.998 Ttabel, it shows there is a significant level of Islamic leadership towards job satisfaction. The value of coefficient of determination is 0.209 or 20.9%. This means that leadership affects 20.9% of job satisfaction, the rest are influenced by unresearched factors.

Keywords: Leadership in Islam, Conventional Leadership, Job Satisfaction.

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Introduction

One of the things to note in a company is the satisfaction of its employees. Work satisfaction is simple, as in the sense of the concept and in the sense of analysis because the satisfaction of work has a variety of connotations. Nevertheless it is still relevant to say that job satisfaction is a person's way of viewing, which is positive about work.

Job satisfaction is a fairly interesting and important problem, as it proves to be beneficial for the benefit of individuals. Job satisfaction in work is the satisfaction of work enjoyed in the work by gaining praise of the work, placement, treatment, equipment and atmosphere of a good working environment. Encouragement, desires, guidance, and employee expectations of work linked to the reality of the employee, giving rise to a form of emotional reaction that is tangible, feeling satisfied, or Feelings of dissatisfaction. The satisfaction of work certainly affects some

aspects that surround the employee itself. Factors that encourage job satisfaction are salaries, supportive working conditions, supportive coworkers, and leadership attitudes in their leadership.

Leaders are factors that can provide job satisfaction to employees. Leaders must provide good leadership for their subordinates. Islam sees a leader as a role model for his followers. The leader in Islam should be responsible for what he led. Each of you is a leader, and you will be held accountable for his leadership (H. R. Bukhori)

O Believers, ta'at Allah, and ta'atilah Rasul and Ulyl Amri among you. (QS. Al-Nisâ': 59). Without leadership or guidance, the relationship between individual goals and performance objectives may become unidirectional. It's been the duty of a leader to create a good working situation. A pleasant relationship between leaders and employees will give you a good working situation. This will give birth to a sense of love will be given the job so as to improve the productivity of work and give a sense of satisfaction of the job. Leaders are the driving of activities within the Company or organization in the direction of success or setbacks that will and would like to be achieved, and to mobilize activities so that organizational objectives are realized. Therefore it is necessary that the capable leader to manage the group and the group's obligations to obey its leaders. Those who believe in ta'atilah Allah, ta'atilah the Rasul and Ulyl Amri among you. " QS. Al-Nisâ ' [4]: 59) .

Leadership is very important in a group. that someone has the right to be a leader if he has expertise in his field (Jaya, 2018). Syariah banking institution is a financial company by implementing Syariah system. Where employees in running their work sometimes experience dissatisfaction. This is because the leader is authoritarian in giving orders to subordinates. The leadership also gave less attention to a relationship that was less harmonious with subordinates.

Literature Review

Leadership in Islam
In Islam there is a view that a leader is an important thing in a society. It can be observed from the position of Rasulullah Saw as an Pengayom or leader of the Muslims. Observed from the course of history, there are three positions played by the Apostle Saw. As for the position or position of the first prophet is prophetic or apostolic, namely the position as bearer and presenter of God's laws revealed to him. The Prophet had a duty to deliver the laws to mankind. The second position is as a deciding and law breaker. Based on this, the Prophet was tasked with establishing truth in the event of opposition and contention among men with standard in one law. In this case the Prophet's position as a breaker and a solution to a problem. The third position is as leader and control holder of government. The Prophet is a self-governing and regulator that handles various public affairs. The third position is as leader and control holder of government. The Prophet is a self-governing and regulator that handles various public affairs.(Jaya, 2018). In theory and practice, the Prophet Muhammmad occupies a unique position as the leader and spiritual source of divine law, as well as the first leader of the Islamic government(Yunus, Pd, Fakultar, Inzah, & Kraksaan, 2016).

There is a development of leadership in Islam, although it does not change to the basic principles of Islamic leadership that is guided by the al-Qur'an and Alhadist. Leadership differences occur when leadership holders are influenced by leadership outside Islam by other countries.

As with any leader in Islam, no sanction will be gained if the leader fails or abuses his authority (perhaps only morally sanctioned), his sanity will be accepted later in the Hereafter, unless God tests or gives Trials in the world with physical torment or pain. *God Said (Al Ahzab 67-68) which means: And they said, "O Our Lord, verily we have obeyed our leaders and our*

rulers, and they deceive us from the way (which is right).O Our Lord, give them (i.e. our leaders and our authorities) a doubling and assemble them with a great curse".

Every jama'ah must have a leader (Amir) that must be obeyed. It is in accordance with the command of Syara which obliges every Jamaâ consisting of three or more persons to have an amir. Rasullah SAW said: "It is not lawful for the three who walk on the face of the Earth, except to raise one of them as its leader." (HR. Ahmad al-Tabaraani). If it is mandatory to be appointed by one of the leaders (Amîr al-Safar), then the life of the people more complex, more prominent (Awlâ) requires leadership. (Abqory, 2018)

Authentic Leadership

In addition to Islamic leadership, leadership is also interpreted as an authentic leadership. Authentic leadership demonstrates that professionalism in leadership is insufficient without an internalization of moral values (Nikolic, 2016). Authenticity and ethical behaviour have become critical in contemporary organizations (Avolio, B., & Gardner, 2005). Authentic leadership demonstrates leadership that is carried out by prioritizing values and ethics. In the authentic leadership of values and ethics applied a lot of guidelines on Islamic values.

This study confirms authentic leadership as it is considered that authentic leadership considers a leader to be an effective, resilient, hopeful, and optimistic person. Avolio, states that authentic leaders as leaders are very aware of how they think and behave and are considered others as conscious of themselves and on the perspective of others ' values, have moral powers, realize Context and confidence, hopeful, optimistic, resilient, and high moral character (Komariah, n.d.).

Authentic leadership has been internalized in the teaching of the Nabi Muhammad in terms of Sidiq (true), Tabligh (advocacy), amanah (trustworthy), and fatonah (wisdom) as a core value in the practice of daily school community. Leadership performance clearly improved with involvement in decision-making, process communication, and delegation of authority (Studies, 2019).

There are diversity of differences, then Islam divide the attitude of leadership as follows (Munawwir EK, 2003).

First: Attitudes towards the Muslims; Islam as a whole consists of organisations, schools, and Islamic groups; As in Indonesia there are Muhammadiyah, Nahdatul Ulama, Alwasliyah and others. Therefore, each group has to be summarized so as not to create any of the individual Muslims, coaching is used to find the solution of the differences caused. Therefore a leader must be able to instill the nature of tolerance (tasamuh) to them. Tolerance in a sense is not to justify the deviant teachings of the al-Qur'an and Hadist or Islamic teachings but give coaching and guidance to those who do not yet have a correct understanding of the content of the al-Quran. Here a leader if it is in a large organization, then he must put off the character from which the organisation originated. Fanaticism against one group cannot be forward in a large organization because the view of the large organization is different and wider which may not include all the views, opinions, understanding or ideas of the small organization.

In fact, each of these organisations aims to facilitate Communication conducts the teachings of Islam in small groups, each of these small groups must be exalted in order to have a greater power in order for the Islamic mission to be achieved. Therefore, the cooperation of each organization should be developed by developing a conducive communication. Mutual giving and receiving of advantages and disadvantages to achieve optimal results is indispensable. Indeed, in terms of the United and unshakable Islam Aqidah is acknowledging the ineness of Allah SWT but in terms of strategy and tactics sometimes there are differences that may at times be infighting by other people. Therefore, a conducive cooperation needs to be created by a leader.

God said: And please help you in virtue, and you shall not be helpful in sinning and transgression. (Al-Maidah: 2)

Second: The attitude of fellow Muslims; Fellow Muslims a leader must be in fairness and honest. Fair and honest is a parallel action that must be paired, a person who is dishonest will not be able to do justice and a fair person who is certain to be honest. The leader must not conceal, transfer and/or take away someone's right either for himself or in the interests of others. The rights of the Ummah can be in the form of service or real financial material. Do not have the truth of a leader against the people will cause injustice. Hatred may arise because of a person's deeds or traits but not to eliminate justice which is his right. Wrong person's deeds can be given in the form of punishment or sanctions according to sharia or the prevailing positive law. Honesty will bring the organizational atmosphere towards openness, the dishonest and closed leaders will run the wheel of leadership with a limb who do not walk firmly and in time will be paralyzed. The dishonesty will cause a ' potential energy ' in the body of a people who can explode. This potential energy will be used for conflicts and ankhists that impact the chaos and destruction of the organization.

Third: Attitude as a nation leader; What needs to be understood as an Islamic leader as the leader of the nation is that leadership is a trust. The leader of the nation is wider than the leader of the group and the leader of the Ummah, because the nation consists of various tribes, skin colors, religions, races, etc. Amanah can eliminate prejudice and presumption of ugly. If a leader is a trust, the drawback to running a leadership wheel can be covered because full trust has been embedded in the minds of people or people. Leaders of the nation should be able to read the situation and conditions used as a reference to action, when to act firmly, when applicable tolerance, the nature of tolerance should be considered in doing wisdom, the wise man is not rigid in acts that sometimes at any given time have to fight the relevant rules but do not cause a general negative impact.

Conventional Leadership

The leadership factor plays an important role because that leader will move and direct the organization to reach its objectives and is also an easy task. It's not easy, because it has to understand every different subordinate behaviour.

Conventional leadership is a form of relationship of a group of people, a lead and led relationship, where the relationship reflects a person or group of people who behave due to the power or authority of A lead. Leadership is a person's ability to influence others, in this case his subordinates are such that the other person will do the will of the leadership even though personally it may not be touched ". (Siagian in Edy Sutrisno,2009, p. 213-214)

Leadership is the process of influencing individual and group activities in order to achieve objectives in certain situations (Blacard and Hersey in Edy Sutrisno, 2009, p. 214). Leadership is the ability to influence other parties, through direct or indirect communication with the intent to move people in order to be full of understanding, awareness and pleasure to follow the will of leadership It. (Anoraga in Edy Sutrisno, 2009, p. 214). That leadership is a process of one's activity to move others by leading, guiding, influencing others, to do something to achieve the expected outcome.

Leadership types are divided into: 1) The Otokratis type; 2) Democratic type and 3) type laisser faire (Pandji Anoraga, 2009, Hal. 186).

The Otokratis type. This type is divided into three: first: The hard autocratic type, having the properties of firmly holding the pre-defined principles, unwilling to delegate the authority and not to take the initiative/input from the subordinate; Second: The autocratic type is good, has other non-opportunatic properties, there is another burden of thought to do and take responsibility, whether against subordinates/employees; Third: Incompetent type of autocratisi, have the nature of trying to dominate others, strive for absolute power, not balance his soul, his

behavior depends instantaneous emotions, forcing subordinates to obey all his orders without considering Subordinate abilities.

Democratic type. Democratic type is divided into two types, first Leadership types are divided into: 1) the Otokratis type; 2) Democratic type and 3) type laisser faire (Anoraga, 2009).: Pure Democratic type, having properties willing to listen to the input of the subordinate, emphasizing a sense of responsibility and good cooperation on each subordinate; False Democratic type, has the nature of striving to be democratic.

Laissez type faire. Having weak character traits, not having sturdy stance, unable to control the fruit, unable to coordinate subordinates and can not create cooperative work atmosphere.

Seven traits of effective leadership, (Stephen P. Robbins and Coulter, 2007, p. 178): Are giving encouragement, will to lead, honesty and integrity, confidence, intelligence, work-related knowledge, and additional versions .

Leadership Tasks

First; Delegate authority. A leader may not be able to do his or her whole work, because of its limitations. Therefore, a wise leader must delegate the duties and authority to his subordinates.

Second: as an instructor. As a good teacher to the human resources below. A good instructor will have a thoughtful role as teacher, which allows each subordinate to become smarter and more professional in carrying out its duties.

Third: lead the meeting. A plan that will be drafted is usually preceded by the meeting, so that the implementation of the plan is more easily implemented in the meeting, usually the leader involves all potential related.

Fourth: as a counselor. A counselor is the duty of a leader in a work unit, by assisting or helping HR to address the problem he faced in performing the task being charged to him.

Fifth: Take the decision. The heaviest task as a leader may be a decision-making task, which is the only thing that distinguishes a leader. It is said to be heavy because decision making will have a wide impact on the mechanism of the organization it lead.

Factors Influencing Leadership

As for the factors that influence the leadership according to Dedy (in Andrew, 2004, P.. 79):

Gender. Women tend to use her feelings and act softly, instead men use her thinking and hard-acting abilities; Age. The increasing age of a person, tends to reduce their ability to think; Physical, mental and mind (intellectual). None of humanity has the same existence. This distinction is evident from his physical, mental and mind; Education. The higher the education that a person has received, will generally add more insight and ability; Maturity. The process of time tends to form one's maturity or maturity.

Job Satisfaction

Human resource assessment can be seen from the productivity in the work, so it can be said effective human resources produce good working productivity (Kurnia & Daulay, Raihanah; Nugraha, 2019). Employees are the capital of each company, as capital needs to be managed to stay productive. However, employee management is not easy because they have a heterogeneous will, mind, status and background (Daulay, Efri, & Maulana, 2019). Therefore, the company must be able to encourage the employees to remain productive and responsible for carrying out their duties and providing satisfaction for them (Daulay, Raihanah; Pasaribu, H. ., Putri, L. ., &

Astuti, 2017). In improving employees ' ability to work optimally, a maximum effort is required for a leader to improve employee satisfaction. One that can interfere with the survival of the company is low level of job satisfaction or absence of work dissatisfaction resulting in a wild strike, work-browsing, backing and replacement of employees.

Job satisfaction as a positive feeling of one's work is the result of an evaluation of its characteristics(Robbins, P. & Judge, 2008). Job satisfaction is an emotional attitude, a situation that is pleasant and looks and loves his work (Sutrisno, 2009). Job satisfaction is a positive attitude of labor covering the feelings and behaviour of his work through the assessment of the work as a sense of appreciation and delight in achieving the important values of the work.

Job satisfaction in work is the satisfaction of work enjoyed in the work by gaining praise of the work, placement, equipment and atmosphere of a good working environment. The satisfaction of work certainly affects some aspects that surround the employee itself. Job satisfaction outside of work is a work satisfaction that reflects a balanced emotional attitude between services and the performance of its work. Employees who combine the satisfaction of work in and out of the job, will be satisfied if the results of their work and reply are deemed fair and worthy.

Factors – Factors That Affect Job Satisfaction

There are two factors that affect job satisfaction (Mangkunegara, 2009): First: employee or individual factors i.e. intelligence, special skills, age, gender, physical condition, education, work experience, working period, personality, emotion, way of thinking, perception and work attitude. Second: The work factor is the type of work, organizational structure, rank (group), position, quality of supervision, financial assurance, promotion opportunities, social interactions and employment relationships.

As for factors – factors that affect job satisfaction (Brown and Ghiselli, 2009, Hal. 79): 1) position; 2) rank; 3) financial and social security; and 4) quality of supervision.

First: position. Generally humans assume that someone working on a higher job will feel more satisfied than those who work on lower jobs. Second: rank.   On the fundamental work of the difference of the level or class, so that the work gives a certain position to the person who did it. Third: financial and social guarantes. Financial and social security mostly affect job satisfaction. Four: Quality of supervision. The relationship between employees and leaders is crucial in raising work productivity.

Factors – factors affecting job satisfaction are: 1) fair and decent service; 2) precise placement according to expertise; 3) heavy work light; 4) Atmosphere and work environment; 5) equipment that supports the performance of work; 6) The attitude of the leadership in its leadership and 7) The attitude of the monotonous work or not (Hasibuan, 2005). The determination of work satisfaction is: "The work itself, payment, promotion, supervision and co-workers (Robbins, P. & Judge, 2008). The occurrence of the satisfaction or dissatisfaction of the employee due to not or not fulfilled some of the needs that employees expect from the company, in whole or in part.

Leadership Relationship With Job Satisfaction
In carrying out his duties, a leader does not exercise all his work on his own but is assisted by some to carry it out. Job satisfaction can be improved through good relations from leadership to subordinates. In this case the leadership is certainly part of the method for planned activities to run effectively. The leadership attitude that a leader applies will be able to provide a working spirit for employees to better implement all work activities, because in good leadership will reflect on the wishes of a Employees to work better.

RESEARCH METHODOLOGY

The research methodology uses an associative research approach. Associative research is used to identify the influence of free variables (Islamic leadership) on the bound variables (job satisfaction). Data collection techniques using polls and interviews. Data collection by spreading poll form a list of statements that use Likert scale in the form of cheklist. Interviews is a technique of data collection that is done in the form of several questions and answers to the parties responsible for providing information. Technical analysis of data to be used is a simple correlation analysis (Arikunto, 2006) Using Test T and Koefisen determinations.

RESULTS DISCUSSION

RESULTS

Table 1
Product Moment Correlation Value

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	.457[a]	.209	.197	3.62349

From the table above, it can be noted that the correlation coefficient is 0.457 or 45.7%. This suggests there is a positive influence between leadership and job satisfaction. That is, if the leadership given by the leadership is good then it can improve employee satisfaction.

Table 2
Test value t

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.052	3.859		3.642	.001
	Islamic leadership	.493	.121	.457	4.081	.000

a. Dependent Variable: Kepuasan Kerja

Based on table 2 above, acquired a leadership count of 4.081. This 1.998, thus Thitung > this or 4.081 > 1.998. It can then be concluded that there is a significant influence between leadership towards job satisfaction.

Coefficient of Determination

To know how much influence between leadership and job satisfaction can be seen from table 2 is R Square 0.209 or 20.9%. This indicates that there is a free variable influence (leadership) against the bound variable (job satisfaction) of 20.9% while the rest can be explained by other factors that do not enter into the study.

Discussion

Based on the results of the above studies, Islamic leadership has an effect on the satisfaction of employees ' work on Syariah Banking Institutions. This shows a leader has had a great impact on the good performance of his subordinates. Good performance will provide satisfaction for employees and provide benefits for the company.

The leadership influences the product and goal of organization either the family or public organization or company or country leadership, etc. The other hand, the success of organization

depends on the leadership (C, Siti Aminah, n.d.). The most basic ethics in leadership is responsibility. Humans living in this world is called the leader. Therefore, as a leader, humans hold responsibility (Hadits, n.d.)**.** The employee who is responsible for the work entrusted to him will perform the trust with the most and give satisfaction to his work.

Conclusion

Leadership affects the job satisfaction of 0.457 or 45.7%, it shows that there is a positive influence between leadership towards job satisfaction. The value of coefficient of determination is 0.209 or 20.9%, while the rest can be explained other factors that are not researched. Islamic leadership has a good impact on employee satisfaction. The implementation of Islamic leadership will provide benefits and blessings to the company.

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