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**TYOLOGY OF LEADERSHIP IN IMPROVING
PERFORMANCE QUALITY**

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ABSTRACT :

Leadership basically deals with the skills, abilities, and level of influence a person has; so that he is able to influence others to jointly carry out certain activities to achieve certain goals. The difference between managers and leaders in general is that a manager only deals with objects, structures, systems and efficiency. Whereas a leader deals with effectiveness, people, empowering and channeling the potential possessed by others. An important factor that determines employee performance is leadership. Because Leadership describes the relationship between the leader and the leader & how a leader directs followers will determine how far the follower reaches the leader's goals or expectations.

Keywords: *Typologi, Leadership, and work Quality.*

INTRODUCTION

The success of an institution or organization lies in its leadership. Leadership is the process of influencing the determination of organizational goals, improving the group and its culture, and motivating the behavior of its members to achieve these goals. With a leader, the objectives can be realized if the system implemented runs smoothly. The role of a leader in an organization is crucial because it is the key factor, as humans are seen as stewards who will prosper the earth. Therefore, the tasks and roles of humans are significant in achieving leadership goals. Consequently, when applied to the educational world, a leader's duties and responsibilities must be carried out effectively to ensure the success of an institution or organization. The success of a leader in influencing their members to achieve the goals of an institution impacts the quality of education itself.

Quality in Islam, according to Muhaimin as cited in Mulyadi, is defined as good deeds performed towards all parties within the scope of an organization or institution. Therefore, the role of a leader is crucial in achieving high-quality Islamic education. To achieve the quality performance of Islamic education within an organization, effective teamwork is essential, and

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every activity carried out must be efficient and effective to obtain optimal results. In this context, this paper describes the various types of leadership that can enhance performance quality, the role of leadership in improving performance quality, and the implementation of leadership in enhancing performance quality in Madrasahs.

In an organization or institution, the focus is on the leader. Leadership is the ability of a leader to influence and mobilize others to work together in achieving a specific goal. A leader and their leadership are inseparable from human life and play a central role in driving the organization forward. The presence of a leader in an organization holds significant importance, especially in situations where role ambiguity occurs. The function of a leader is not only to guide and direct their subordinates but, more importantly, to provide a clear vision and mission or direction for where the organization is headed. A leader, through their leadership, determines the progress or decline of an organization and, on a broader scale, influences the rise and fall of a nation.

Since leadership and leaders are of utmost importance and are core components of an organization, it is essential to study the concepts and aspects related to leadership. Therefore, in this paper, the author will present and explain the concepts and issues related to leaders and leadership. This includes the essence of leaders and leadership, the differences between a leader and a manager, characteristics of a leader, intuitive leadership, leadership values, leaders and power, leadership and behavior, the impact of leadership on performance quality, the relationship between leaders and subordinates, and various leadership theories.

METHOD

This research employs a literature study method, relying on bibliographic sources from books and scholarly journal articles related to the main issues, as well as data analysis based on the thoughts of experts, using a constructive approach and interpretation of the core content.

RESULT AND DISCUSSION

According to Mulyadi, leadership is the art of intentionally influencing the activities of individuals or groups to achieve the goals of an institution or organization. Furthermore, Muhaimin emphasizes that leadership involves influencing others to carry out objectives effectively and efficiently. Meanwhile, Megan assumes that leadership is the responsibility of an individual to influence an organization's performance by affecting the behavior and mindset of its followers.

As added by Peter in Sallis, leadership involves an individual who must innovate and foster a sense of family among staff and subordinates to achieve organizational goals. Therefore, based on the views of these experts, it can be concluded that leadership is the task of an individual to influence members or groups with the aim of achieving success within an organization or institution. According to Sallis, quality is a way to determine whether a product meets the standard.

Meanwhile, Mulyadi emphasizes that quality is the conformity with standards, expectations, and the fulfillment of promises made to customers. Thus, quality is the outcome of a product that meets the expectations of customers or consumers.

According to Salminawati, Islamic education is teaching based on guidance from Allah SWT as the educator of all His creations, including humans. In line with this, Syafaruddin states that Islamic education is the cultivation of individuals or groups to become responsible in their actions towards humans, nature, and Allah SWT. In conclusion, leadership in the quality of Islamic education refers to an individual responsible for influencing members or groups to achieve success in an educational institution, meeting the expectations of stakeholders, and fostering individuals with religious values, potential, and an Islamic personality.

Leader and Leadership

In essence, every human being is a leader, at least as the leader of themselves. The heart is the leader within the human body, as every action a person takes is guided by their conscience. As stated in the hadith of the Prophet Muhammad (SAW), "Each of you is a leader, and each leader will be held accountable for those they lead."

In Indonesian, the term "leader" is often referred to as *penghulu*, *pemuka*, *pelopor*, *pembina*, *panutan*, *pembimbing*, *pengurus*, *penggerak*, *ketua*, *kepala*, *penuntun*, *raja*, *tua-tua*, and so on. The term "leader" in English is translated as "LEADER," whose role is to LEAD those around them. The acronym LEAD stands for Loyalty, where a leader must be able to foster the loyalty of their colleagues and demonstrate their loyalty in goodness. Educate, where a leader is capable of educating their peers and passing on tacit knowledge. Advice, offering advice and counsel in facing problems. Discipline, exemplifying and enforcing discipline in every activity.

A leader is a role within a specific system. A leader bears both physical and spiritual responsibility for the success of the work activities of those they lead. Therefore, being a leader is not easy, and not everyone will have the same skillset in leadership. As such, someone in a formal role does not necessarily possess leadership skills or the ability to lead.

The term "leadership" fundamentally relates to skills, abilities, and the level of influence a person holds. Therefore, leadership can be possessed by someone who is not officially a "leader." However, the true essence of a leader is an individual who has abilities and strengths, particularly in a specific field, enabling them to influence others to collectively engage in certain activities to achieve one or several goals.

From the above understanding, it can be said that the success or failure of an organization largely depends on its leader. Leadership is essential due to the inherent limitations and certain

advantages among humans. On the one hand, humans have limited capabilities to lead, while on the other hand, some people possess superior leadership abilities. This creates the need for leaders and leadership.

Leadership and Behavior

Previously, personal traits were considered the primary source of successful leadership. However, recent emphasis has shifted towards identifying leadership behaviors. Thus, successful leadership depends on appropriate behaviors, skills, and actions rather than personal traits. Leaders employ different types of skills: technical, human, and conceptual. Although these skills are interconnected in practice, they can be distinguished separately.

Technical skill refers to an individual's knowledge and ability in a specific process or technique. For example, skills possessed by accountants, engineers, and toolmakers. This skill is a prominent characteristic of job performance at the operational level, but as employees are promoted to leadership responsibilities, their technical skills become proportionally less important.

Human skill is the ability to work effectively with people and build teams. Every leader at every level of the organization requires effective human skills. Conceptual skill is the ability to think in terms of models, frameworks, and broad relationships such as long-term plans. This skill becomes increasingly important in higher-level managerial work. Conceptual skill deals with ideas, while human skill focuses on people and technical skill on things.

Successful leadership requires behaviors that unite and motivate followers to achieve specific goals in a given situation. These three elements—leader, follower, and situation—are variables that influence each other in determining effective leadership behavior.

The Role of Leadership in Employee Performance

Leadership is one of the key factors determining the success of an organization in achieving its goals. Leaders play a dominant, crucial, and critical role in the overall efforts to enhance employee job satisfaction. The most significant factor affecting performance is the employees' perception that they are being treated fairly. Therefore, a leader is always associated with a group, as a leader without a group and members would have no value, even if the individual has great potential to be a leader. Additionally, it is difficult for employees to direct high effort towards their work if they believe their leader is not treating them fairly.

A leader who pays special attention to employees can motivate them to work diligently, as employees function as the executors in achieving organizational goals. This attention can provide work motivation, which are the internal drives within an individual that cause them to enthusiastically perform the tasks given to them. Employees can utilize the facilities available

within the organization. By using these various work facilities, employees can perform their tasks better and increase job satisfaction.

The Influence of Leadership on Performance Quality

Mangkunegara (2004: 67) defines performance as the qualitative and quantitative work outcomes achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them. Sulistiyani and Rosidah (2003: 223) state that an individual's performance is a combination of ability, effort, and opportunity, which can be evaluated based on their work results. Definitively, Bernandin and Russell, as cited in Sulistiyani and Rosidah (2003), also assert that performance is the work outcome achieved by a person in carrying out the tasks assigned to them, based on their competence, experience, diligence, and time. From these definitions, it can be concluded that performance is the result or level of success achieved by an individual in their field of work according to specific criteria.

A crucial factor in determining employee performance, according to Bass et al. (2003), Locander et al. (2002), and Yammarino et al. (1993), is leadership. Leadership describes the relationship between the leader and the followers, and how a leader directs their followers will determine the extent to which the followers achieve the leader's goals or expectations (Locander et al. 2002; Yammarino et al. 1993). The success of an organization is greatly influenced by the success of the leader in managing the organization they lead. A leader plays a significant role in advancing the organization under their leadership. Therefore, a leader must possess personality traits, abilities, and skills to effectively lead an institution or organization.

Conclusion

The above conclusion emphasizes the crucial importance of leadership typology in enhancing performance quality. It depends on the understanding and appropriate application of leadership styles that align with the situation and the needs of the team, with the aim of motivating, strengthening engagement, and effectively improving performance quality. The role of a leader in improving educational performance is essential. A leader who gives special attention to employees can stimulate them to work diligently, as employees serve as the executors in achieving the organization's goals.

This attention can provide work motivation, which is the internal drive that encourages someone to perform the tasks assigned to them enthusiastically. The success of an organization is largely determined by the leader's ability to manage the organization they lead. A leader has a significant influence on the advancement of the organization under their leadership. Therefore, a leader must possess the personality traits, abilities, and skills necessary to effectively lead an institution or organization.

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