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Analysis of Leadership Style of Women in The Field of Education in TK
Aisyiyah Bumiayu Brebes Regency

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Abstract: This event will be based on research by the large number of women leaders in education, especially in TK Aisyiyah Bumiayu where majority of its leader is a woman rather than a man. The research method used is Descriptive qualitative approach. The subject of research, namely the school TK Aisyiyah in Bumiayu. Data collection techniques acquire date, quality of date collection are also related to the quality of the research instrument made by the researchers. Research results are obtained, namely that a woman can also lead an institution especially in the institution because a woman is the main educators of at least within a family. In TK Aisyiyah Bumiayu is indeed the majority must be led by women because the institution is indeed in desaign to women leaders.

Keywords: *analysis, leadership styles of women, education*

A. Introduction

The feminist (Yogyakarta: Pustaka Pesantren. 4-8T): The question of women is always interesting and actual to examined and has been almost age bracket with the birth of Islamic culture (M. Quraish Shihab.1996:269) It is inseparable from the problems faced by the women themselves, and always brought forth the pros and cons are so incredible, that women are less and cannot even play the role of independent in domestic and public level. Women's struggles to obtain Justice top humanity rights to this day still continue to face serious obstacles among other religious views. To this day the opinion of mainstream who used to interpret the Qur'an and the Hadith, assessing and producing knowledge is a religious textual proof that produced days of stagnation (land and deadlock thought Islam in the middle ages. Although the modern era has changed the lives of women in various aspects

of religious opinions, but the konservatif still put women as lesser beings. (KH. Husain Muhammad, 2006: 18)

The problem appears when looking at the "confession" in respect of diampu leadership by women themselves. Interestingly when viewed in the discourse of Islamic thought, specifically talking about the rights of these women's leadership. Broadly speaking there are two opinions that develops. First, consider women unfit to be a leader. Second, the opinion stated that since the beginning of the Qur'an has berpartisipasi active women allow participated as men in the public sphere as well as domestic. (Farichatul Maftuchah, Journal 2008: 2)

Based on the results of observation in the area of Bumiayu there are many TK and PAUD and the majority of School Leaders are women, it is very interesting to the author examines the

leadership styles of women particularly in kindergarten Aisyiyah Bumiayu.

B. Research Methods

This research is a kind of qualitative research, qualitative research according to which Sugiyono had problems who want solved still temporary, tentative, and will develop after the researchers were in the field (Sugiyono 2012:205). Different qualitative research with quantitative research, qualitative research objectives are not always looking for causal things, but rather seeks to understand certain situations.

Sugiyono (2012:292) explaining the reason of using qualitative research is because the problem is not yet clear, holistic, complex, dynamic and full of meaning. So the authors use research methods because the issue is conscientious writers want to a problem is unclear and its nature is still in general or the image of the deep. With such problems not likely author using quantitative research method in which the instruments used are usually shaped like a test or questionnaire.

1. Research Approach

The research approach used in this research is descriptive qualitative approach. Qualitative research is research that intends to understand the phenomenon of what is experienced by the subject for example behaviors, perceptions, motivations, actions and others. holistically and by means of the description in the form of words and language in a special natural context and by utilizing a variety of scientific method. (Moleong, 2012:6). In this research which will be described on how leadership styles of women.

2. Research Data and Data source

The main data sources in qualitative research is the words and actions. The rest is additional data such as documents and others (Moelong, 2011:157).

3. Date collection Techniques

Date collection is an important step in the research. The main objective of the research was to obtain date, quality of date collection are also related to the quality of the research instrument made by the researchers. According to Sugiyono (2009:225) in qualitative research, date collection is done in a natural setting (natural conditions), the primary date sources and date collection techniques more on observation participate (participant observation), interviews depth (in depth intetview) and documentation.

4. Data analysis techniques

Moleong (2012:216) analysis of qualitative data is the efforts made by way of working with date, organizing date, memilah-milahnya into a unit that can be managed, search and find patterns, find what It is important and what is learned, and decide what can be told to others.

C. Understanding the Analysis

According to the opinion of the Wiradi in the Makinuddin (2006:40) analysis is activities that contains a number of activities such as parse, distinguish, select one for classified and regrouped according to certain criteria and then sought to do and interpreted its meaning. That analysis can be defined as a process to elaborate the activities into several parts which are interconnected between sections so that it can be grouped into components in the form of the information.

According to Emzir (2014:173) that the analysis process should involve the testing discipline, understanding of the creative, meticulous attention on research objectives. Prof. Dr. H Muhammad (2013:121) States that the present analysis, a person will be able to analyze incoming information and menbagi-for or structure information into smaller parts to recognize a pattern or relationship, and being able to Recognizing and distinguishing factor of the causes and consequences of a complicated scenario. For example, these are someone will

be able to sort out the causes of the rising prices of commodities, proclaimed that the severity of any cause, and classify each cause in severity.

D. Understanding Leadership Styles of Women

Leadership style is defined as behavior or manner chosen and used leaders in influencing the thoughts, feelings, attitudes, and behaviors of the organization (Nawawi, Hadari & Hadari, M. Martini.2004:113).

Leadership style also refers to the way a leader influences subordinates, to work together and work productively to achieve the objectives of the organization (Mathis, Robert and John Jackson. 2003)

In an organization or institution, the dominance of man as a leader are still so strong. When in fact, women has a potential which is not inferior to man in terms of lead. Leadership, there may be detached from the individual who acts as a leader itself.

A lot of connecting individual ability in leading with biological aspects inherent in the leader i.e. based on the gender men women lakidan. This then resulted in the emergence of the term gender inequalities (gender men and women) who then puts women at an unfavorable condition, although women are human resources even in the entire world in numbers far greater than men.

Men and women have a different leadership style. More men using the norm of justice while women use norm equations. Men also use a wider strategy and more positive, the difference of management will not be visible if the woman has a high confidence. In Indonesia RA Kartini was instrumental for women Indonesia. He is a figure who fought for women's rights such as the right to learn in schools and the right to lead an organization. A woman has the democratic nature and sense of high concern (Eagly, A.H., and johnson, 1990:11).

This makes the competent women to be leaders in an organization even if the organization. But whether the leadership of

women in the Organization will be more effective and have a better performance compared to the leadership of men.

An overview of the many female Leadership Leadership definition advanced by the paka according to each point of view. Leadership seems to be more of a concept that is based on a series of discourse and experience. Meaning of the word Chair, leader, head, the President or the King who can be found in several languages is merely to demonstrate the existence of differences between the Government and the governed. There are many definitions of leadership. However, there are many similarities between the definitions which allow the existence of such definitions against which classifies the notions of leadership are as follows (Kartono, Kartini,1998):

1. Leadership as the focus of the processes the group leader is a central feature that unites the group. Personality traits of leaders i.e. social groups that reflect its allies in the interdependent activities.
2. Leadership as a personality and as a result the leader as an individual who has the personality and the desired character or good. Leadership aims to influence others to do some specific task.
3. Leadership as the art of influencing others as Leadership ability raises compliance, respect, loyalty and teamwork as well as organizing others to gain maximum results with little friction as possible and cooperation are great.
4. Leadership Leadership is influence as the use of individual efforts to change the behavior of others. So leadership involves relationships interplay between two or more people.
5. Leadership as power relations is the relationship between the leadership of the leader with a led which the leader more affecting than affected because

as a relationship of power. It is about the rights of the members of the group to determine the pattern of behaviour in accordance with the Group's activities.

6. Leadership as a difference in leadership role group as a position that arise from the interaction of the process itself.

E. The types of women's Leadership

Types of leadership styles in general there are 2 (two) leadership style typical of women. (1) feminine and masculine leadership (2) transformational leadership transactional one theory which emphasizes a change and the most comprehensive with regard to leadership is transformational and transactional leadership theory. a) Leadership Transformational leadership concept is one that is relevant to the present situation where the change happens very quickly and requires every organization to be able to adjust to is the concept of transformational leadership. This concept was first developed by James McGregor Burns in the years 1979 and refined by Bernard m. Bass dan Bruce j. Avolio in 1985 Bass, Avolio, (Jung & Berson, 2003). Transformational leadership as a leader who has the power to influence subordinates with certain ways. With the application of transformational leadership subordinate will feel valued, trusted, loyal and responsive to the boss.

Women's leadership role of women in the life of society in development not only as a process of development, but also as the Foundation of a strong and structured. The struggle will figure r.a. Kartini can be felt with the movement of female emancipation. The existence of women's role as leader of the now began to appreciate and synchronised. In line with the movement of the emancipation movement and gender equality are essentially trying to demand equality of women in various fields of life, then phase out has happened a shift in perceptions about the figure of the

woman. They are not seen again as a weak figure who is always on the back line, but they could perform at the forefront as a leader who is successful in various sectors of life, which is precisely controlled by men. Women have the same ability to be at the top in career, "in fact, in many organizations today, when the harsh leadership style and rigid was no longer appropriate for the employee, a comprehensive women's leadership style as well as other positive values make them better suited to occupy the top position.

Women can be leaders if the upbringing was different way and not always think of themselves as women but rather part of a fellow human being. Nowadays, more and more women working in the field of employment of men. They can not only survive, but also to be a leader. Women can show itself as being an incredible strong and brave, and no less than men. Are essential in the management and leadership matter basically will not be much different with men. Emancipation is not a defined exchange function because a woman leader who understands the position herself as a woman don't be interpreted as a weakness but a strength in intelligence and put yourself at home, the world of work, places of worship, and the environment of the local community. The role of women cannot be replaced by men, then indirectly women leaders already have extra positions that cannot be replaced. By giving the opportunity and encourage women to serve as leaders, Governments and organizations can expand the talent is there, "based on the results of previous studies, researchers found five traits that many were owned by women leader:

1. Ability to persuade, female leaders are generally more persuasive when compared to men, la tend to be more ambitious than men – its success in persuading others untuk berkata "Yes" will boost his ego and give him the satisfaction of. Even so, the time to impose his will, the social side,

feminine, and the nature of empathy will not be lost.

2. Proving their critics wrong, "yet cheeky", women leaders have egoyang lower power levels than men, meaning they could still feel the pain of rejection and criticism. However, the level of bravery, four-friendliness, flexibility, and high making them quickly recovered, learning from mistakes, and moving forward with the positive attitude of "I'll prove it".
3. The spirit of team work, great women leaders tend to apply leadership style in a comprehensive manner while having to solve problems and make decisions. They are also more flexible, full consideration, and helping staff. However, women still have much to learn from the priadalam terms of thoroughness when solving problems and making decisions.
4. The leader, a great women leader generally have a strong charisma, as well as men. They are persuasive, confident, as well as strong-willed and energetic to accomplish the task.
5. Dare to take risks, no longer are in a secure area, women leaders basically dared break the rules danmengambil the risks, just as men at once to give the same attention to detail. They speculate beyond the boundaries of the company, and did not fully accept the existing structural rules, such as rules and company policy.

Women are beings who are capable of working on many things (multi-tasking) and entirely biased is done with the same concentration. It is not found in men who are less able to deal with the complexity of the problem and tend to fix it one on one, while women want all the bias quickly finished well and understand the problem more priority in order that a solution faster. Women also were able to control his emotions. He's not vain sobbed or excessive temper in front of crowds.

The leadership often need a figure like this so in more mature decisions are primarily a matter of foreign policy. Natural character, many women love the beauty, peace, tranquility, and of course these conditions can cool the heat of the world due to the volatile Central conflicts in various parts of the Earth. But it needs to be recognized a woman's touch is needed so that the Government has a lot of consideration to determine policy. Basically, women have basic traits for success as a leader. They tend to have more patience, empathy, and multitasking-able to work on several things at once. Women also have the talent to establish networking and negotiating. According to Helen Fisher, an author and Professor at Rutgers University. Ability-an ability that's of course not exclusively there only in women.

But rather than men, women tend to be more often show these traits. Women also are responsible and love to overcome challenges in his work. There are many challenges facing women in the peak climbing career in the organization. One of the main ones are cultural factors. Since antiquity, women and men have been doing different jobs. The tasks that they do require different skill sets. Cultural factors also affect how women and men Act and think. Cultural factors is also seen in the organization.

Man sued for being firmly in the lead. But when the woman being assertive, he often called aggressive. Most leaders of men also set his men a men. Still there are rarely the male leaders who set woman. From this example, notice that cultural issues are becoming a major factor in the advancement of women is another factor that impedes the advancement of women is the lack of policy in organizations that support a balance between family and work, in particular for women who have been married. Thus, many companies have started women-friendly. Companies that provide opportunities for women to pursue a career, as well as producing the successful women in career and family. They are aware that providing the opportunity for women to ascend to leadership positions is one of the strategic

steps to advance and humanist organization. There are a few things women can do to develop his career, namely:

1. Looking for a job that suits your passion.
2. Looking for a mentor to guide it to the top.
3. Increase visibility by showing the work achievement.

Islamic view of lot kontropersi leadership between women and men. Islam is actually not put women is didapur continuously, but if this is done then it is now something good, it is stated by imam Al Ghazali in Shakir (2011) basically the wife has no obligation to serve her husband in terms cooking, taking care of the House, sweeping, sewing, and so on. But if it's done by the wife of then that is a good thing. In fact the husband is obliged to give him/preparing the clothing that has been stitched to perfection, food that has been cooked perfectly. Women are sometimes considered one eye by the public.

In fact, in view of the position of women the same as men generally work as a leader. The leader is the leader of the country. Islam also upholds the dignity of women as explained in the Qur'an: "whoever deeds Salih, both men and women in a State of faith, then surely we will give him a good life and will We give a reply to them with a reward that is better than what they used to do. " (An Nahl: 97). Shakir also added that the Qur'an many telling parallels the position of women and men, that sets it apart is the piety to God. No the difference based on gender, race, skin colour and tribe. The position of women and men are the same and are asked to cooperate to fill a shortage of one with the other, as explained in a letter At-Taubah : 71 "and the believers, men and women, part of them (is) become a helper for another part. they have (done) which prevent from ma'ruf munkar, erect shalat, alms and they obey Allah and his Messenger. They shall be given the blessing by God; Allah is Mighty wise. "Women's leadership also seen

Indonesian rule system. The concept of women's Leadership

To be a leader for women is not easy, especially once the ability is there in him who, supported by educational background that corresponds to the field that will be in pegangannya, so to be a leader There are several basic values of successful leadership, according to Tilaar (Tan, 1991:71-72) as following:

1. Intelligence is relatively higher than in led
2. Positive Thinking
3. Social Maturity and a broad range of coverage
4. Be a good role model
5. Be a good listener
6. Openness in communication
7. Do not easily give up

The value of leadership is the direction that should be run a leader in running his organization in accordance with the objectives to be achieved.

When a leader has run the values of leadership, then leader of the interrelations between women and men it makes no difference so that the process of organization or institution that he will run in accordance with the purpose of minimizing the risks that may appear. Because of that. The leadership of women everywhere need to give the same chance as expressed Joseph (in Tan, 1991:38):

1. Women's Leadership in the era of development now and in the future has the potential and role in building political, economic, socio-cultural, and religious nation.
2. Women's Leadership can flourish if women's education can be improved equally with men.
3. Women's Leadership must be declared necessary and important for the developed real fields and for all levels.
4. Male Leaders need to be persuaded of the importance of women's leadership, and leadership convinced

that women will not compete with the male leadership potential.

Thus that women serve as leadership leadership partners from the leadership of both men and women have a clear keikuit portion of an accompaniment in building the nation and the State. In Indonesia's present days there are many women entering public and political arena and even women are seeking and achieving unprecedented power and influence in public life. Movements for Muslim women to seek roles in national leadership have increased rapidly (Maula, 2016, p. 111).

F. Understanding the education

There is some sense of education according to the experts. Education is a planned and conscious effort to bring about an atmosphere of learning and the learning process so that learners are actively developing the potential for her to have a religious, spiritual power of self-control, personality, intelligence, morals, as well as the necessary skills themselves and society.

Education could have originated from before the baby is born as done by many people by playing music and reading to babies in the womb in the hope he could teach their babies before birth. Education can be obtained both in the formal and non-formal.

Formal education acquired in the US following the program-a program that's been designed by a structured institution, Department or Ministry of a country. Non formal education is human knowledge gained (learners) in daily life (a variety of experience) either he felt alone or learned from others (observing and following).

In the Indonesian Language Dictionary, 1991:232, about the notion of education, which comes from the word "student", and he said it got the word "me" prefix so that it becomes "educate" meaning maintaining and giving exercises. In maintaining and giving exercise required the presence of teaching, leadership

and demands regarding morals and intelligence of the mind.

Here the notion of education according to the experts:

1. According to Ki Hajar Dewantara, i.e. Education demands in life growing children, as for the meaning, i.e. education leads all the power of nature that exists in children, so that they are as human beings and as members of the public can be achieving safety and extended our happiness.
2. According to law No. 20-year 2003, education is a planned and conscious effort to bring about an atmosphere of learning and the learning process so that learners are actively developing the potential for her to have the spiritual power of the religious, self-control , personality, intelligence, morals, as well as the necessary skills themselves, society, nation, and State.
3. According to ACT No. 2 of the year 1989, education is a conscious effort to prepare learners through guidance, teaching, and/or the exercises for his role in the days to come.
4. According to Thompson, education is the influence of the environment against the individual to produce the changes that remain in the habit behavior, mind and nature.
5. According to M.J. Longeveled Education is an effort, influence, protection and assistance provided to the child in order to be fixed to his maturity, or more precisely in order to help the children quite capably perform the duties of his own life.
6. According to Prof. Richey, in his book ' Planning for teaching, an Introduction to Education ' to explain the term ' education ' with regard to the broad functions of the maintenance and repair of a society's

life mainly carry citizens new (new generation) for the harvest of the obligations and responsibilities within the community.

7. According to Ibn Muqaffa (one of the figures of the Arabs that lived 106 years H-143 H, author of the book of Kalilah and Daminah) "education is that we need to get something that will strengthen all our senses such as food and drink, with the more we need to reach a high civilization which is the spiritual mind and *santaa*n. "
8. According to Plato (the philosophers of Greece who live from the year 429 BC-346 M) education is helping the development of each of the physical and intellect with something that allows the achievement of perfection.

G. Leadership Styles in Education in Kindergarten Aisyiyah

Based on the results of research that TK Aisyiyah i.e. under the auspices of the Foundation there was some TK Muhammadiyah Aisyiyah in Bumiayu. Aisyiyah Muhammadiyah organization is the Un women is a movement of Islamic *dakwah amar nahi* indication of it and the taste *sIslam tajdid*, and sourced to the Qur'an and *As-Sunnah*.

Normative foundation founding ' Aisyiyah. Meaning "he who exercised charity *saleh*, both men and women in a State of faith, then surely *akan Kami* give him a good life and indeed we will give a reply to them with a better reward from what they used to do. (An-Nahl Q.S. [16]: 97).

Message Kyai Dahlan see the lack of knowledge about the dignity and the dignity of women according to the Islamic teachings meant to advance women in Islamic Indonesian in all areas in accordance with the functions and position of women according to the teachings of Islam. The Message Of The CRC. Dahlan, cautious Affairs ' Aisyiyah, because if it can lead and guide them, God willing they will become a loyal friend and helper in waging his

aspirations toward the Muhammadiyah. Kyai message to women to women, so that the kitchen Affairs do not become a barrier to perform tasks in the face of the community.

Women in Muhammadiyah, Muhammadiyah put women as creatures of God, who has the equivalent position in the presence of God. Men and women have the same obligation in faith, charitable *salih*, preach, learned, worked the political role, and societal.

Balance the roles of the public and household women's involvement in preaching *amar indication nahimungkar*, ' charity rides as Aisyiyah *salih*, preaching, and struggling family support and Muhammadiyah to women and ' Aisyiyah. Competence, academic, and civic leaders ' Aisyiyah applying rational leadership, not *harismatik* or traditional. Kyai educating, preparing pupils through education of women with equip Islamic studies through the schools and courses, general sciences through school in a neutral school, social life, and the practice of freedom of Association, and preaching.

H. Conclusion

Based on the theories of men and women have a different leadership style. More men using the norm of justice while women use norm equations. Men also use a wider strategy and more positive, the difference of management will not be visible if the woman has a high confidence.

Based on the results of research competence, academic, and civic leaders ' Aisyiyah applying rational leadership, not *harismatik* or traditional.

Based on theory and research results that the style of leadership in education in kindergarten Aisyiyah in Bumiayu is definitively in accordance with the theory of women's leadership, and indeed the Aisyiyah was one of the institutions in the movement of women for the purpose of preach and give back a lot in accordance with his nature as a lady

but remains under the auspices of the Foundation Muhammadiyah.

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