

ABSTRAK

Fadhilah Mukhlisoh. Pola Kepemimpinan Pondok Pesantren Mawaridussalam Desa Tumpatan Nibung Kecamatan Batang Kuis Kabupaten Deli Serdang. Tesis. Medan. Program Pascasarjana Universitas Negeri Medan. 2020.

Pesantren dalam menghadapi tantangan masa depan dituntut untuk menganalisis tantangan dan membahas prospek masa depan pesantren. Menghadapi era globalisasi dan informasi, untuk mengimbangi tantangan zaman yang kian berkembang pesat, pondok pesantren perlu berbenah dan meningkatkan perannya, dengan cara merespon setiap perkembangan zaman dengan bersikap kreatif, inovatif, dan transformatif. Perkembangan lainnya juga dialami pada aspek manajemen, organisasi dan administrasi pengelolaan keuangan, dan perubahan gaya kepemimpinan pesantren. Penelitian ini bertujuan untuk: (1) mengungkap karakteristik kepemimpinan di Pondok Pesantren Mawaridussalam (2) menjelaskan implementasi fungsi kepemimpinan di Pondok Pesantren Mawaridussalam, (3) mengetahui proses pengambilan keputusan dalam kepemimpinan di Pondok Pesantren Mawaridussalam. Penelitian ini menggunakan metode kualitatif. Teknik pengumpulan data menggunakan observasi, wawancara mendalam (*in depth interview*), dokumentasi, dan catatan lapangan. Analisis data dilakukan dengan mereduksi data, penyajian data, dan penarikan kesimpulan yang dilakukan secara interaktif hingga mencapai data jenuh. Berdasarkan hasil analisis data dapat disimpulkan bahwa Pola Kepemimpinan di Pondok Pesantren Mawaridussalam berkaitan dengan karakteristik pemimpin Pondok Pesantren Mawaridussalam yang mengimplementasikan fungsi kepemimpinan sesuai dengan teladan Nabi Muhammad SAW. Praktik kepemimpinan Dewan Nazir Pondok Pesantren Mawaridussalam didasari oleh komitmen pemimpin dalam mengklarifikasi nilai, prinsip, standart, dan idealisme pesantren yang tertuang dalam motto, panca jiwa, dan panca jangka Pondok Pesantren Mawaridussalam. Dalam hal pemenuhan fungsi kepemimpinan, dewan Nazir membangun suatu kepercayaan dari setiap anggota di Pondok Pesantren. Fungsi kepemimpinan di Pondok Pesantren Mawaridussalam mengimplementasikan lima fungsi kepemimpinan, yakni fungsi instruksi, fungsi konsultasi, fungsi partisipasi, fungsi delegasi, dan fungsi pengendalian dari pemimpin. Pengambilan keputusan dalam kepemimpinan di Pondok Pesantren Mawaridussalam bersifat kolektif-kolegial dengan musyawarah antar Dewan Nazir selaku pemimpin yang memiliki otoritas penuh sebagai penentu kebijakan di Pondok Pesantren Mawaridussalam.

Kata kunci : pola kepemimpinan, pondok pesantren, kepemimpinan kolektif-kolegial, kepemimpinan kharismatik, kepemimpinan transformasional, fungsi kepemimpinan, pengambilan keputusan.

ABSTRACT

Fadhilah Mukhlisoh. The Leadership Pattern Of Mawaridussalam Islamic Boarding School Tumpatan Nibung Village Batang Kuis District Deli Serdang Regency. Thesis. Medan. Postgraduate Program, State University of Medan. 2020.

Pesantren as a boarding school, to facing future challenges are required to analyze challenges and discuss future prospects. Facing the era of globalization and information, to keep up with the challenges of an increasingly rapidly developing era, Islamic boarding schools need to clean up and increase their role, by responding to every era development by being creative, innovative, and transformative. Other developments were also experienced in the management, organizational and administrative aspects of financial management, and changes in the leadership style of the Boarding School. This study aims to: (1) reveal the characteristics of leadership in the Mawaridussalam Islamic Boarding School (2) explain the implementation of the leadership function at the Mawaridussalam Islamic Boarding School, (3) find out the decision-making process in leadership at the Mawaridussalam Islamic Boarding School. This research uses qualitative methods. The data collection techniques used observation, in-depth interviews, documentation, and field notes. Data analysis was performed by reducing data, presenting data, and drawing conclusions which were carried out interactively until the data was saturated. Based on the results of data analysis, it can be concluded that the Leadership Pattern in the Mawaridussalam Islamic Boarding School is related to the characteristics of the Mawaridussalam Islamic Boarding School leader who implements leadership functions according to the example of the Prophet Muhammad SAW. The leadership practice of the Mawaridussalam Islamic Boarding School Nazir Council is based on the commitment of the leader in clarifying the values, principles, standards, and ideals of the pesantren which are contained in the motto, five souls, and five term Mawaridussalam Islamic boarding school. In terms of fulfilling the leadership function, the Nazir council builds the trust of every member in the Islamic Boarding School. The leadership function at the Mawaridussalam Islamic Boarding School implements five leadership functions, namely the instruction function, consultation function, participation function, delegation function, and the control function of the leader. Decision making in leadership at the Mawaridussalam Islamic Boarding School is collective-collegial with deliberations between the Nazir Council as the leader who has full authority as a policy maker at the Mawaridussalam Islamic Boarding School.

Keywords : Boarding School, Decision Making, Leadership Criteria, Leadership Function, Leadership Pattern