Elaboration of Maqashid Sharia Values in Forming Transformational Leadership

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Abstract: This study delves into the intricate interplay between transformational leadership and the Maqashid Sharia framework within the context of organizational triumph, drawing from established theory and a comprehensive analysis of prior research through literature review. Transformational leadership emphasizes visionary outlooks, motivational dynamics, and constructive influence, while Maqashid Sharia underscores Islamic ideals of prosperity. The amalgamation of these paradigms holds promise for cultivating leadership that is not solely effective in material terms but also morally grounded and adaptable amidst global transformations. Within the Maqashid Sharia framework, leaders are tasked with upholding religious tenets, safeguarding life, property, lineage, and rationality in their decision-making and actions, fostering inclusivity in the workplace, promoting mental well-being, ensuring economic equity, nurturing a morally upright future generation, and fostering intellectual growth. Consequently, leaders imbued with the ethos of Maqashid Sharia serve as catalysts for positive change, propelling organizational objectives forward with Islamic ethics as their moral compass.

Keywords: Transformational Leadership, Maqashid Sharia, Organization.

Abstrak: Penelitian ini membahas interaksi antara kepemimpinan transformasional dan konsep Maqashid Syariah dalam konteks keberhasilan organisasi berdasarkan pada teori dan hasil penelitian terdahulu yang di analisis dengan studi literatur. Kepemimpinan transformasional yang berfokus pada visi, motivasi, dan pengaruh positif, sementara Maqashid Syariah menyoroti tujuan kesejahteraan dalam Islam. Integrasi kedua konsep ini berpotensi menciptakan kepemimpinan yang tidak hanya efektif secara materiil tetapi juga bermoral dan adaptif terhadap perubahan global. Dalam konteks Maqashid Syariah, pemimpin memastikan pemeliharaan agama, jiwa, harta, keturunan, dan akal dalam keputusan dan tindakan mereka, menciptakan lingkungan kerja yang inklusif, mendukung kesehatan mental, mengelola ekonomi dengan keadilan, membentuk generasi penerus yang bermoral, dan merangsang pengembangan intelektual. Hasilnya, pemimpin yang terinspirasi oleh Maqashid Syariah mampu menjadi agen perubahan positif dalam mencegah tujuan organisasi dengan nilai-nilai Islam sebagai landasan moral.

Kata kunci: Kepemimpinan Transformasional, Maqashid Syariah, Organisasi.

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INTRODUCTION

In the face of dynamic shifts in the zeitgeist and the multifaceted challenges on a global scale, leadership stands as a pivotal determinant of organizational and societal triumph. The ascendancy of transformational leadership as a paradigmatic ethos, accentuating the cultivation of foresight, motivation, and a constructive sway over adherents, assumes escalating significance amid the swift and profound metamorphoses (Lin, 2023). Concurrently, the salience of Maqashid Sharia as an ideological scaffold within Islam indubitably exerts a substantive influence on the delineation of leadership's essence and objectives. Maqashid Sharia, denoting the aspirations of Islamic jurisprudence, transcends the realm of worship, encapsulating imperatives concerning the preservation of societal well-being and equity (Chapra, 2008).

The essence of Maqashid Sharia as a goal-oriented construct, enshrined in the Quran and Sunnah, finds expression through an enduring commitment to the sustenance of justice and affluence across all societal strata. Sharia, or Islamic law, transcends mere prescriptive tenets, embodying a profound philosophical underpinning aimed at the realization of justice, prosperity, and human welfare. This profound conception, epitomized by Maqashid Sharia, proffers a holistic and all-encompassing framework elucidating the objectives of Islamic jurisprudence (Chapra, 2008).

Despite its genesis in the classical epoch of Islamic scholarship, Maqashid Sharia retains its relevance in navigating contemporary social, economic, and political dynamism. Amidst the era of globalization and the intricate tapestry of global predicaments, Maqashid Sharia offers a panoramic vista and demonstrates adaptability to the exigencies of the epoch. The contemporary pertinence of Maqashid Sharia is manifest in its capacity to transcend antiquity, embodying an inclusive, adaptable, and universal perspective that furnishes moral compass bearings in comprehending and surmounting the vicissitudes of the modern milieu. Anchored in foundational Islamic precepts, Maqashid Sharia emerges as a linchpin in the quest for fostering an equitable, just, and ethically upright society within the perpetual flux of the global landscape (Tarique et al., 2021). Within the milieu of leadership, wherein leadership within Islam plays a pivotal role by charting the trajectory, course, and objectives of an organization, leadership emerges as the vanguard of organizational progress. Leaders assume a pivotal mantle in organizational orchestration, where diverse leadership paradigms find application, with transformational leadership being a prominent exemplar therein.

Transformational leadership represents a paradigmatic shift wherein leaders transcend the traditional roles of mere authority figures to emerge as catalytic agents of change, adept at fostering motivation, inspiration, and guidance among their followers to attain loftier objectives (Alamri, 2023; Lin, 2023). This theory, introduced by James V. Downton in 1973 and further developed by James M. Burns, gained significant recognition through the pioneering work of Bernard M. Bass in his seminal book “Leadership and Performance Beyond Expectations,” published in 1985 (Lin, 2023). Central to transformational leadership is the leader's capacity to evoke inspiration and cultivate positive sentiments among subordinates. This transcends mere task delegation to encompass the creation of robust emotional connections within teams, addressing individual needs, fortifying communal bonds, and fostering a dynamic and favorable work ambiance (Armansyah, 2022).
Moreover, transformational leaders galvanize creativity and innovation among their subordinates, employing intellectual stimulation as a catalyst for critical thinking, challenging norms, and devising innovative solutions to organizational challenges. They recognize innovation as the linchpin for navigating dynamic shifts and sustaining competitive advantage (Bagga et al., 2023). Despite its myriad advantages, transformational leadership is not immune to criticism. Some contend that excessive focus on interpersonal relations and motivation may overshadow concrete goal attainment (Alamri, 2023). Nevertheless, the enduring positive impact of transformational leadership in propelling organizations toward exceptional achievements underscores its continued relevance and demand in contemporary leadership paradigms. Consequently, transformational leadership emerges not merely as a style but as a philosophical framework fostering an environment conducive to growth, creativity, and collective success (Ashfaq et al., 2023). Through inspiration, a strong vision, and empowerment, transformational leaders become catalysts for organizational transformation, bringing them to higher levels of achievement and proving that leadership is not just about leading, but also about changing (Armansyah, 2022; Makmuriana, 2021).

Previous research conducted by Bass (1999) explored the concept of transformational leadership, which involves leaders motivating and inspiring subordinates to achieve their maximum potential. Transformational leaders tend to focus on individual development, long-term vision, and positive change in the organization (Bass, 1999). This research also highlights the differences between transformational and transactional leadership. Which states that transactional leadership focuses on exchange and reward, transformational leadership is more oriented towards influence, inspiration, and cultural change. Transformational leadership can help change organizational culture. Leaders who champion positive values and invite subordinates to participate in change will create a more productive and collaborative work environment (Rafferty & Griffin, 2004). Organizations can invest time and resources in developing transformational leaders. Leadership training and development that focuses on transformational aspects can improve leadership quality at all levels (Korejan & Shahbazi, 2016).

Building on prior research, this study delves into the nexus between Maqashid Syariah and transformational leadership. The latter, with its emphasis on vision development, motivation, and positive influence, is posited as a vehicle for realizing Maqashid Syariah objectives holistically. Therefore, a nuanced exploration of how transformational leadership can contribute positively to Maqashid Syariah's goals assumes paramount importance (Almoharby & Neal, 2013). This research will undertake a comprehensive analysis of key Maqashid Syariah concepts such as hifdz al-din (safeguarding religion), hifdz al-nafs (preservation of the soul), hifdz al-mal (protection of property), hifdz al-’nasl (offspring maintenance), and hifdz al-‘aqil (maintenance of intellect), thereby shedding light on the intricate interplay between Islamic principles and modern leadership paradigms.

This study underscores the paramount importance of Maqashid Sharia within the framework of transformational leadership, asserting that its absence as an analytical tool hinders the recognition of monotheism and prosperity in Islamic civilization’s essence. This underscores the pivotal role of Maqashid Sharia values in steering leadership toward meaningful and transformative ends (Tumewang et al., 2022). Moreover, it delves into how transformational leadership, with its emphasis on vision development, motivation, and positive influence, can serve as a linchpin in confronting global shifts. The outcomes
of this study are anticipated to offer a fresh perspective on the intricate nexus between transformational leadership and Maqashid Sharia, potentially serving as a foundation for practitioners, scholars, and policymakers to cultivate leadership aligned not only with efficacy but also with moral precepts and core Islamic tenets.

METHODS

This study necessitates a comprehensive array of pertinent data concerning Maqashid Syariah and transformational leadership. Therefore, the methodology employed in this research entails a rigorous literature review drawing from preceding articles and pertinent literature discussing this research domain. Given the constraints of previous studies, there is a pressing need for a more focused exploration of Maqashid Syariah values within the context of transformational leadership, making this topic crucial for delineating a precise understanding of these dual constructs. The literature review methodology is deemed highly apt for this research endeavor due to its capacity for facilitating an exhaustive analysis of prior scholarly literature.

RESULTS AND DISCUSSION

The intersection of transformational leadership and Maqashid Syariah presents intriguing complexities in cultivating effective and ethical leadership paradigms. Transformational leadership, with its emphasis on cultivating vision, motivation, and positive influence, can be seamlessly integrated with the objectives of Maqashid Syariah, encompassing the preservation of religion, life, property, progeny, and reason. Leaders adept at harmonizing these frameworks aspire not only to material success within organizations but also to prioritize overarching spiritual, moral, and societal values. For instance, a transformational leader grounded in Maqashid Sharia ensures that every decision and action reflects religious values, justice, and morality.

This fusion of transformational leadership and Maqashid Syariah also presents a viable strategy for addressing intricate global challenges. Leaders adept at synthesizing these approaches demonstrate robust adaptability to the fluid dynamics of global change. They possess not only a clear vision for confronting future challenges but also the ability to inspire and guide their followers toward innovation and collaboration in resolving emerging issues. Within the context of Maqashid Syariah, transformational leaders uphold Islamic objectives, such as safeguarding religion, justice, and social welfare, as foundational pillars guiding every policy and strategy implementation. This not only fosters sustainability in attaining organizational or societal objectives but also fortifies moral rectitude and integrity in every facet of leadership engagement.

Maqashid Syariah in Forming Transformational Leadership

Maqashid Syariah encompasses the foundational goals of Islamic jurisprudence aimed at fostering the well-being of both individuals and society at large. These objectives are delineated into five core tenets: hifdz al-din (safeguarding religion), hifdz al-nafs (preservation of the soul), hifdz al-mal (protection of property), hifdz al-nasl (offspring maintenance), and hifdz al-‘aql (maintenance of intellect) (Chapra, 2008). Within the Islamic context, leadership transcends mere administrative duties; it is imbued with a profound moral and ethical essence aligning with the precepts of Maqashid Syariah (Sutisna et al., 2020). Leaders are entrusted with the responsibility to safeguard the well-being of their constituents while ensuring the preservation of individual Fields (Ashfaq et al., 2023; McCormack et al., 2014).
Leadership necessitates the seamless integration of Maqashid Syariah principles into decision-making processes, strategic planning endeavors, and policy implementations. This incorporation is pivotal in ensuring that leadership efficacy transcends mere managerial prowess to align seamlessly with Islamic values and objectives (Millah & Far’ia, 2020). A leader grounded in Maqashid Syariah shoulders the responsibility of upholding the quintessential tenets of Maqashid Syariah for their constituents, as delineated below:

1. **Hifdz al-Din** or Safeguarding Religion
   Within the framework of Maqashid Syariah, Hifdz al-Din stands as a pivotal cornerstone for leadership imbued with Islamic ethos. A leader well-versed in and practicing the tenets of Hifdz al-Din assumes a responsibility extending beyond the realms of justice in the application of Islamic law to the propagation of Islamic ethical values throughout all echelons of the organization. Leaders grounding their leadership in Maqashid Sharia ensure the administration of Islamic law with equitability and impartiality (Beekun, 2012). This encompasses equitable treatment for every individual within the organization, the non-discriminatory implementation of Islamic legal standards, and the cultivation of an environment fostering social equity. Furthermore, preserving religion encompasses facilitating spaces for team members' religious practices. Leaders attuned to Maqashid Sharia values honor the spiritual needs of their subordinates, crafting policies and work atmospheres that support worship alongside professional responsibilities, striking a harmonious balance (Beekun, 2012).

   Advancing Islamic ethical values constitutes an integral facet of Hifdz al-Din leadership. Leaders rooted in Maqashid Sharia pursuits don't just chase organizational objectives in material terms but also in ethical dimensions. They ensure that every decision and action resonates with Islamic ethical ideals, cultivate an ethical work milieu, and inspire team members to integrate these values comprehensively (Handoko & Tjiptono, 1996).

   In this context, a leader's comprehension of Islam emerges as imperative. With a profound grasp of Maqashid Syariah principles, a leader can implement transformational leadership with heightened efficacy (Makmuriana, 2021). This is because transformational leadership doesn't merely hinge on pragmatic or business facets but also on moral and ethical dimensions rooted in Islamic precepts. By amalgamating religious insight and transformational leadership, a leader can sculpt an organization that not only achieves material success but also espouses ethical and moral conduct, mirroring Islamic values at every juncture of the organizational voyage (Ali, 2009).

2. **Hifdz al-Nafs** or the Preservation of the Soul
   Within the Maqashid Syariah framework, it is pertinent in the context of mental health issues, which are currently receiving significant attention. Leaders with a profound understanding of Maqashid Sharia will specifically prioritize the mental and physical well-being of their organizational members. In an era where mental health takes center stage in global discourse, leaders who acknowledge the importance of
Hif dz al-Nafs will strive to create a work environment conducive to mental health (Meidina & Laura, 2022). By implementing Maqashid Sharia principles, leaders are not only responsible for creating organizational sustainability but also for ensuring a balance between work-life and the psychosocial health of team members. By fostering an inclusive work culture where every individual feels supported and valued, leaders can play a key role in soul preservation.

This is imperative in addressing the escalating mental health issues in the midst of the global community. Leaders who care about Hif dz al-Nafs do not view mental well-being as merely a personal responsibility but also as an investment in productivity and long-term organizational sustainability. Thus, leaders who grasp Maqashid Sharia not only create an efficient work environment but also build a strong foundation for collective mental health (Dewi & Harsono, 2023).

3. Hif dz al-Mal or Asset Maintenance and Economic Governance

Within the Maqashid Sharia framework, this entails significant leadership responsibilities. Leaders are not only tasked with ensuring equitable wealth distribution but also with managing economic resources in accordance with Islamic ethical principles. Concerning wealth distribution, leaders grounded in Maqashid Sharia are charged with combating economic injustice. This involves ensuring that wealth and economic resources are not concentrated among a few but are distributed equitably to meet the needs of the entire community.

Leaders are expected to execute wealth distribution roles guided by Maqashid Syariah principles such as fairness, equality, and distributive justice (Ahmad & Ogunsola, 2011). Asset maintenance (hif dz al-mal) extends beyond physical asset protection to encompass broader economic aspects. Leaders are entrusted with prudently and ethically managing the economy of an organization or community. This encompasses implementing policies that foster inclusive economic growth, promote entrepreneurship, and ensure the fair distribution of economic benefits.

Incorporating Maqashid Syariah principles in economic governance also entails considerations for environmental sustainability and ensuring that economic activities safeguard the rights of future generations (Handoko & Tjiptono, 1996). Consequently, leaders not only address current economic interests but also embrace an ethical vision and responsibility for the future. Overall, leaders who grasp and implement Hif dz al-Mal from Maqashid Syariah can serve as catalysts for change in establishing a more just and sustainable economic system. Through this approach, wealth distribution becomes more than just an economic objective; it becomes an integral component of a comprehensive leadership vision aimed at fostering prosperity and justice for the entire community or organization they lead.

4. Hif dz al-Nasl or Offspring Maintenance

Within the Maqashid Sharia framework, leaders play a pivotal role in addressing educational concerns. From this perspective, education is not merely an individual obligation but an integral aspect of nurturing future generations. Leaders grounded in Maqashid Sharia regard the education system as a platform for cultivating resilient,
morally upright, and ethically sound individuals in the next generation. Establishing an education system aligned with Islamic values is imperative within the context of *Hifdz al-Nasl* (Sutisna et al., 2020).

Leaders must ensure that education emphasizes not only intellectual growth but also moral and ethical development in line with Islamic teachings (Mutholingah & Zamzami, 2018). This entails imparting knowledge of religion, ethics, and Islamic values as a firm basis for the character and religious identity of future generations. Nurturing offspring also demands leaders to foster an inclusive and supportive educational environment, ensuring equal access to quality education for every individual irrespective of background or economic status. Consequently, leaders not only foster academically proficient individuals but also contribute to the establishment of an equitable and fair society (Tumewang et al., 2022).

Furthermore, leaders well-versed in *Hifdz al-Nasl* will steer curriculum design and teaching methodologies towards cultivating skills and values that align with societal needs and the demands of the workforce. Education should not merely produce academically adept individuals but also individuals capable of positively impacting society and tackling contemporary challenges. By anchoring education in Maqashid Sharia values, leaders lay a robust groundwork for the personal and societal evolution of future generations. In this context, education transcends mere knowledge transfer; it becomes a platform for character-building, ethical development, and leadership in accordance with Islamic tenets. Hence, fostering offspring through purposeful education represents a genuine commitment of leaders grounded in Maqashid Sharia, ushering in a legacy of knowledge and morality that continues to yield benefits for people and society (Chapra, 2008).

5. *Hifdz al-‘Aql* or Intellectual Development Maintenance

*Hifdz al-‘Aql*, emphasizing the preservation of reason within the Maqashid Sharia context, intertwines leaders' roles with intellectual development issues crucial for meeting contemporary demands. From this perspective, leaders are tasked not only with safeguarding individual reasoning but also with fostering and guiding intellectual growth, research endeavors, and innovation initiatives within their organizations or communities (Chapra, 2008).

Leaders grounded in Maqashid Syariah are anticipated to drive intellectual development by cultivating an environment that nurtures intellectual advancement. This encompasses extending support to research and development endeavors, offering educational and training opportunities, and fostering innovation in line with Islamic principles. Establishing an environment conducive to intellectual development per Islamic teachings involves applying ethical and moral values in all intellectual pursuits.

Intellectual development and reason maintenance also encompass providing resources and facilities conducive to scientific and intellectual progress. Maqashid Sharia-oriented leaders will allocate resources to support well-equipped libraries, laboratories, and research facilities to cultivate a fertile intellectual milieu. By
fostering ingenuity and intellectual growth, leaders can foster an organizational ethos characterized by dynamism, innovation, and a quest for knowledge enhancement. This not only benefits individuals and organizations but also aligns with Islamic values that encourage the pursuit of knowledge and the enhancement of intelligence as acts of worship (Khan et al., 2010).

Thus, leaders executing their duties in harmony with Ḥifḍ al-ʿAql not only administer organizations judiciously but also leave behind a positive and sustainable intellectual legacy. In an ever-evolving world, intellectual development stands as a linchpin for addressing challenges and attaining sustainability, with Maqashid Sharia-inspired leaders poised to play a pivotal role in this endeavor (Ali, 2009).

From this intricate discourse, the author posits a compelling argument that the fusion of transformational leadership and Maqashid Syariah extends beyond local organizational realms, bearing wide-reaching implications in tackling intricate global challenges. Leaders adept at harmonizing these paradigms exhibit robust adaptability to the ebbs and flows of global dynamics, equipped with a lucid vision to surmount forthcoming hurdles. Their focus transcends mere organizational prosperity, encompassing the preservation of spiritual, ethical, and societal values throughout their leadership journey.

Leaders grounded in Maqashid Syariah are expected to safeguard the well-being of individuals and uphold their rights, thus epitomizing the crucial role leaders play in harmonizing organizational interests with the needs of team members. Consequently, the amalgamation of transformational leadership and Maqashid Sharia furnishes leaders with a robust framework to fulfill their roles effectively, ethically, and sustainably.

This amalgamation underscores that effective leadership transcends mere business facets, incorporating moral, spiritual, and social dimensions. It engenders a profound comprehension of leaders as catalysts of change entrusted with safeguarding public welfare and upholding ethical tenets in every decision and action. Hence, cultivating leaders adept at synthesizing these paradigms is imperative in fostering a thriving, enduring, and morally upright organization or community.

CONCLUSION

Drawing from the aforementioned discourse, it is evident that the fusion of transformational leadership and the Maqashid Syariah concept yields a favorable impact in shaping leadership that is not only effective but also imbued with moral integrity and adaptability to global dynamics. Transformational leadership, underscored by the cultivation of vision, motivation, and positive influence, seamlessly intertwines with the objectives of Maqashid Syariah, encompassing the preservation of religious, societal, and ethical values.

Leaders who amalgamate these paradigms transcend mere material achievements, channeling their efforts towards broader spiritual and social realms. For instance, a transformational leader grounded in Maqashid Sharia meticulously upholds religious precepts, justice, and ethical conduct in all endeavors. Consequently, this integration doesn't just foster organizational prosperity but also instills moral rectitude and encapsulates Islamic ethos across all facets of life.
The synergy between transformational leadership and Maqashid Syariah engenders holistic and sustainable outcomes. Leaders well-versed in Maqashid Syariah principles not only excel in organizational management but also contribute significantly to individual well-being, societal advancement, and environmental stewardship. Hence, the amalgamation of transformational leadership and Maqashid Syariah serves as a robust framework for nurturing meaningful, adaptive, and transformative leadership amid the multifaceted challenges posed by globalization.

This research undoubtedly harbors limitations that warrant refinement in subsequent studies. Future research endeavors would greatly benefit from incorporating a comprehensive case study of an organization or corporation exemplifying transformative leadership intertwined with holistic Islamic values like Maqashid Syariah, thus enhancing its contribution by providing tangible applications of the elucidated theory.
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