

**THE RELEVANCE OF PROPHETIC LEADERSHIP, SANTRI ORGANIZATIONAL CULTURE AND BASIC LEADERSHIP TRAINING TO THE PERFORMANCE AND ORGANIZATIONAL DISCIPLINE OF AL-UMM ASWAJA ISLAMIC BOARDING SCHOOL STUDENTS**



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**Abstract**

The purpose of this study is to analyze the relevance of prophetic leadership, student organizational culture and basic leadership training as well as its influence on the performance and discipline of the management of student organizations at Al-Umm ASWAJA Islamic Boarding School. The research method used was a quantitative research method with 53 respondents through a questionnaire using a google form and analyzed using SPSS number processing software version 27. The results of the research based on SPSS analysis showed that Prophetic Leadership and Organizational Culture had no significant effect on performance. Prophetic Leadership and Basic Leadership Training have a non-significant effect on Discipline, while Basic Leadership Training has a significant effect on performance and organizational culture has a significant effect on discipline. Simultaneously, prophetic leadership, organizational culture and basic training have a significant influence on the performance and discipline of the management of the student organization at the Al-Umm ASWAJA Islamic Boarding School.

**Keywords:** Human Resource Management, Prophetic Leadership, Student Organizational Culture, Basic Leadership Training

## INTRODUCTION

Pesantren is an Islamic religious education institution with a dormitory or Pondok system, where the kyai is the leader or central figure, the mosque is the center of activity that animates it, and the teaching of Islam under the guidance of the kyai followed by santri as the main activity. As an educational institution, Pesantren is managed with a systemic approach, namely the integration of Pondok, kyai, mosque, Islamic religious learning, and santri. The elements of the pesantren that become subsystems of the overall pesantren education system consist of kyai, santri, Pondok, mosque, and yellowclassical books. With these elements, the classification of various types of pesantren management is administratively divided into three models, namely traditional, modern, and mixed (Sadali, 2020).

In pesantren institutions, of course, there must be a leader who directs, controls and makes decisions on every aspect in it. Leadership is a person's ability to encourage others to work together to achieve goals. Therefore, in every organization, good and effective leadership is expected to achieve organizational goals, including improving performance, discipline and commitment of members. Good leadership will encourage and influence organizational members with their own abilities and authority, so that organizational members have the abilities and authority they have (Siti Ainun et al., 2019).

In Islam, the concept of leadership is believed to have a distinctive value from just following subordinates and achieving organizational goals. There are transcendental values that are championed in prophetic leadership in any organization. These values become a foothold in carrying out leadership activities. Where prophetic leadership is a leadership that is based on the personality of the Prophet Muhammad SAW. in carrying out his leadership. Because prophetic leadership in the Al-Quran has been mentioned and has been exemplified by the Prophet Muhammad (Putrianingsih, 2023). Regarding the many styles or models of leadership, the prophetic leadership model is relevant to research on leadership in pesantren, this is supported by the statement (Mustopa & Supardi, 2021) Prophetic leadership has a central and important role in Islam. It refers to the type of leadership that follows the example and teachings of the Prophet Muhammad SAW as the last messenger of Allah SWT.

Every organization certainly has an organizational culture that is different from other organizations, organizational culture is one of the factors that affect employee performance both results and work behavior according to Kasmir 2016 in (Tri Juniarti et al., 2021). Likewise, the Al-Umm ASWAJA Islamic Boarding School has a different organizational culture because the scope of the pesantren is different from ordinary public schools.

Pesantren Al-Umm ASWAJA is a model of traditional and modern mixed pesantren, research at Pesantren Al-Umm ASWAJA can be done as an example of traditional or salaf pesantren and modern pesantren. The management of the santri organization at Pesantren Al-Umm ASWAJA received training before being appointed as administrators, this training is called LDK, namely Basic Leadership Training. This training is carried out with the aim of providing basic skills and knowledge about leadership management in an organization. However, the training obtained is still not optimal and efficient so that there are still weaknesses and shortcomings in the performance and discipline of the board of the santri organization at Pesantren Al-Umm ASWAJA. In the data on the percentage of santri discipline in the last three years, it shows that the violation data has increased from 15% to 32%. The purpose of the Basic Leadership Training is to build leadership and organizations that are effective, efficient and bring positive changes in the intraschool environment (Ely et al., 2023).

The phenomenon that occurs in the performance and discipline of organizational administrators who are also students is seen as not optimal. One of the challenges in the world of education today is how to educate students' independence in leadership, organization and training so that good performance and discipline can be achieved to face the rapid development of today's generation which also requires supervision and guidance of religious knowledge as a reference and backing in action.

This statement is supported by a statement (Akrim et al., 2019) which states that the moral and moral crisis can be seen from low ethos and integrity, starting from the most basic things to fundamental things. Some issues such as problems of discipline, responsibility, and compliance with religious and state rules (norms) are among those that are starting to fade among adolescents and youth today.

## **REVIEW OF LITERATURE**

### **Human Resource Management**

Human Resource Management (HRM) is formed from the words management and human resources. Management terminology is defined as management or procedures on how to manage something to achieve predetermined goals. While human resources are everyone who works and contributes to an organization or institution. HRM terminology according to one expert to another varies. Some experts emphasize the definition of HRM that focuses on the activities of employees or workforce, while other experts emphasize the elements of strategic interests and sustainable HR processes (Yusuf & Maliki, 2022).

### **Prophetic Leadership**

Prophetic comes from the word prophet which means Prophet. So that prophetic leadership can be interpreted as a person's ability to influence others to achieve goals as carried out by the Prophets and Messengers. In the treasures of Islam, leadership has been mentioned since humans were created on this earth, namely with the term khalifah fil ardh. The paradigm for the use of the term leadership in Islamic scholarship is khalifah, ulil amri, auliya, ra'in, amir, and imam (Faishol, 2020).

### **Santri Organizational Culture**

Organizational culture is an influence of the leadership of the organization. Organizational culture is an extension and reflection of the personality of the executives. Kiai play a role that is more than just a teacher. Kiai acts as a spiritual guide for those who are obedient and gives advice in matters of their personal lives, leads important rituals and recites prayers at various important events. Kiai's policy in Pondok Pesantren is also closely related to the vision, mission, educational objectives of Pesantren, long-term programs, medium-term programs, matters relating to the political, economic, social, cultural fields, Pondok Pesantren's relationship with other Pondok Pesantren, Pondok Pesantren's relationship with other educational institutions in the country and abroad, Pondok Pesantren's relationship with

the government, Pondok Pesantren's relationship with the community and others (Hariyadi et al., 2020).

### **Basic Leadership Training**

Basic Leadership Training is a basic training that provides briefings on leadership, organization, and character building. This activity is intended for the management of the organization as a provision in undergoing management in the next period. In addition, it will be given an understanding and introduction related to the organization and its management structure as well as the cultivation of Islamic values (Muti'ah & Muliati, 2022).

### **Performance**

Performance or work performance is the result of an activity that a person has done to achieve a goal. The achievement of these work results is also a form of comparison of one's work results with predetermined standards. If the work done by someone is in accordance with the work standards or even exceeds the standards, it can be said that the performance has achieved a good achievement. The intended performance is expected to have or produce good quality and still see the amount it will achieve. A job must be seen in terms of quality fulfilled and in terms of the amount that will be achieved in accordance with what was planned (B. Hidayah & An Nayyiroh, 2020).

### **Discipline**

Discipline is a form of self-control against applicable rules. Or discipline is a form of condition that occurs through training with elements of obedience, compliance, loyalty, order and as a form of responsibility to become a good person. The importance of discipline is the reason that many deviant behaviors are due to violations of discipline (Rohman, 2018) in (Azwar, 2023). This attitude is seen in the behavior of always being present on time, obeying the rules, and behaving according to the norms, while those who lack discipline do not obey the rules, both school, community and government rules (Annisa, 2019). The types of discipline in learning are Time discipline, discipline to enforce rules, attitude discipline (Risma, 2020).

## RESEARCH METHOD

The type or research design used is a quantitative analytical descriptive design that aims to describe the nature and characteristics of the data or variables to be tested. In addition, this research design is used to describe and describe what it is about a particular variable, symptom, situation, or phenomenon, so that in this study it is used to analyze the data obtained in depth in the hope that the influence between the independent variable and the dependent variable can be known. In this case, the variables to be tested are the first independent variable (X1) Prophetic Leadership, the second independent variable (X2) Organizational Culture, the third independent variable (X3) Basic Leadership Training, and the dependent variables (Y1) performance and (Y2) Work Discipline. This study also uses a causal design that aims to analyze the relationship or level of influence of the independent variable on the dependent variable, whether the relationship is significant enough through regression tests. In this study, the data obtained were statistically analyzed using SPSS software.

The sample in this study used non-probability sampling which is a sampling technique not selected randomly. This sample is more directed to the purposive sampling model which is a sampling unit selected based on certain considerations with the aim of obtaining a sampling unit that has the desired characteristics. This technique is used especially if there are few people who have expertise in the field being studied.

According to (Sugiyono, 2016) The sample is part of the number and characteristics possessed by the population. if the population is large and the researcher is unlikely to study everything in the population, for example due to limited funds, energy and time, then the researcher can use a sample taken from that population. what is learned from the sample, the conclusions will be applicable to the population. for that the sample taken from the population must be truly representative or representative. The sample of this study were santri who met the criteria as administrators of santri organizations, namely high school or Aliyah students of Pesantren Al-Umm ASWAJA with a total of 53 santri with a percentage of 38% of the population.

**RESULTS AND DISCUSSION**

**Validity Test**

**Table 1 Validity Test**

<b>Research Variables</b>	<b>Indicators</b>	<b>r Correlation</b>	<b>r statistics</b>	<b>information</b>
Prophetic Leadership (X1)	X1.1	0.629	0.919	Valid
	X1.2	0.671	0.919	Valid
	X1.3	0.612	0.919	Valid
	X1.4	0.432	0.919	Valid
	X1.5	0.575	0.919	Valid
Student Organizational Culture (X2)	X2.1	0.564	0.919	Valid
	X2.2	0.446	0.919	Valid
	X2.3	0.632	0.919	Valid
	X2.4	0.525	0.919	Valid
	X2.5	0.427	0.919	Valid
Leadership Fundamentals Training (X3)	X3.1	0.692	0.919	Valid
	X3.2	0.598	0.919	Valid
	X3.3	0.779	0.919	Valid
	X3.4	0.713	0.919	Valid
	X3.5	0.663	0.919	Valid
Performance (Y1)	Y1.1	0.659	0.919	Valid
	Y1.2	0.589	0.919	Valid
	Y1.3	0.665	0.919	Valid
	Y1.4	0.387	0.919	Valid
	Y1.5	0.492	0.919	Valid
Discipline (Y2)	Y2.1	0.457	0.919	Valid
	Y2.2	0.603	0.919	Valid
	Y2.3	0.593	0.919	Valid
	Y2.4	0.705	0.919	Valid
	Y2.5	0.660	0.919	Valid

Source: Primary Data processed in 2024

Table 4.1 shows that all r correlation values or bivariate correlations exceed 0.30 which states that the measurement of each item is eligible and concludes that the instrument is valid or valid for use.

When referring to the r table with a vulnerability of 5%, and the number of respondents available, namely 53 respondents, the r table value ranges from 0.279 (50 respondents) to 0.266 (55 respondents), so this instrument is also valid based on the r table. The questionnaire / statement is declared valid if r count (correlation) > r table

**Reliability Test**

Reliability is a measure used to assess questionnaires that contain variables or constructs. A questionnaire is considered reliable if the respondent's responses remain constant or stable throughout time. According to Ghozali (2018: 133), a variable or construct is considered consistent if its Cronbach alpha value exceeds 0.60.

The following table describes the reliability test results on prophetic leadership variabel, santri organizational culture, and basic leadership training on the performance and discipline of santri organization administrators.

**Table 2**  
**Reliability Test**

Reliability Statistics			
Cronbach's Alpha		N of Items	
		.919	25
Research Variables	Indicators	Cronbach's Alpha Item	information
Prophetic Leadership (X1)	X1.1	0.916	Reliable
	X1.2	0.915	Reliable
	X1.3	0.916	Reliable
	X1.4	0.919	Reliable
	X1.5	0.916	Reliable
Student Organizational Culture (X2)	X2.1	0.917	Reliable
	X2.2	0.919	Reliable
	X2.3	0.916	Reliable
	X2.4	0.918	Reliable
	X2.5	0.919	Reliable

	X3.1	0.915	Reliable
Leadership	X3.2	0.916	Reliable
Fundamentals	X3.3	0.913	Reliable
Training (X3)	X3.4	0.914	Reliable
	X3.5	0.915	Reliable
	Y1.1	0.915	Reliable
	Y1.2	0.916	Reliable
Performance (Y1)	Y1.3	0.915	Reliable
	Y1.4	0.920	Reliable
	Y1.5	0.918	Reliable
	Y2.1	0.919	Reliable
	Y2.2	0.916	Reliable
Discipline (Y2)	Y2.3	0.916	Reliable
	Y2.4	0.913	Reliable
	Y2.5	0.914	Reliable

Source: Primary Data Processed 2024

The instrument is declared reliable/reliable if Cronbach's alpha value is  $>$  than 0.6. From the data or table showing that each item has a value of 0.6, then the instrument is declared reliable.

### Coefficient of Determination (R<sup>2</sup>)

The coefficient of determination test is used to measure how much of the independent factors' contributions affect the dependent variable at the same time. The coefficient of determination table's results will describe the percentage of the effect of the dependent variable, as explained below:

**Table 3**  
**Determination Coefficient Y1**

Model Summary <sup>b</sup>				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.478 <sup>a</sup>	.228	.181	2.124

a. Predictors: (Constant), Basic Leadership Training, Student Organizational Culture, Prophetic Leadership

b. Dependent Variable: Performance

Source: Primary Data Processed, 2024

According to the processed data, the R Square value is 0.228, indicating that the independent variables of prophetic leadership, *santri* organizational culture, and basic leadership training contributes 22.8% to the influence of the dependent variable on the performance of organizational administrators, while the remaining 77.2% is influenced by variables not included in this model or research.

**Table 4**  
**Determination Coefficient Y2**  
**Model Summary<sup>b</sup>**

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.530 <sup>a</sup>	.281	.237	2.352

a. Predictors: (Constant), Basic Leadership Training, Student Organizational Culture, Prophetic Leadership

b. Dependent Variable: Discipline

Source: Primary Data Processed 2024

The R Square value for the processed data is 0.281, indicating that the independent variables of prophetic leadership, *Santri* organizational culture, and basic leadership training contribute 28.1% to the dependent variable of organizational discipline, while the remaining 77.2% is influenced by variables not included in the model or study.

### Multiple Regression Analysis Results

To find out how the influence of leadership, organizational culture and work discipline on employee performance can be seen using multiple linear regression analysis, so that the following equations are obtained:

#### Prophetic Leadership Regression, Student Organizational Culture and Basic Leadership Training on the Performance of Student Organization Management

**Table 5**  
**Multiple Regression Y1**

Type	Coefficients <sup>a</sup>		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	8.440	3.417		2.470	.017
Prophetic Leadership	.154	.172	.143	.894	.376
Student Organizational Culture	.023	.144	.024	.160	.874
Leadership Fundamentals Training	.356	.162	.365	2.194	.033

a. Dependent Variable: Performance

Source: Primary Data Processed, 2024

The table above shows that the multiple linear regression equations in this study are as follows:

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 8.440 + 0.154X_1 + 0.023X_2 + 0.356X_3$$

The results of the equation can interpret or explain as follows:

- 1) The constant value (bo) is 8,440, indicating that the santri organization board's performance is 8,440 if prophetic leadership, santri organizational culture, and fundamental leadership training are assumed (0).
- 2) The prophetic leadership variable's regression coefficient is 0.154, meaning that, under the assumption that all other variables remain constant, a one-unit increase in prophetic leadership will result in a 0.154 increase in the board's performance level within the Santri organization.
- 3) The santri organizational culture variable's regression coefficient is 0.023, meaning that, under the assumption that all other variables stay constant, a one-unit increase in the organization's culture will result in a 0.023 increase in management performance.
- 4) The basic leadership training variable's regression coefficient is 0.356, meaning that, under the assumption that all other factors stay constant, every unit increase in basic leadership training will result in a 0.356 rise in the management performance of the Santri company.

**Prophetic Leadership Regression, Student Organizational Culture and Basic Leadership Training on Student Organizational Management Discipline**

**Table 6**  
**Y2 Multiple Regression**  
**Coefficients<sup>a</sup>**

Type	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	7.081	3.783		1.872	.067
Prophetic Leadership	-.070	.191	-.057	-.369	.714
Student Organizational Culture	.436	.160	.389	2.725	.009
Leadership Fundamentals Training	.285	.180	.255	1.587	.119

a. Dependent Variable: Discipline

Source: Primary Data Processed 2024

The table above shows that the multiple linear regression equations in this study are as follows:

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 7.081 + -0.070X_1 + 0.436X_2 + 0.285X_3$$

The results of the equation can be interpreted or explained as follows:

- 1) The discipline of the Santri Organization Board is 7,081 if prophetic leadership, the Santri organizational culture, and fundamental leadership training are assumed (0). This is because the constant value ( $b_0$ ) equals 7,081.
- 2) The prophetic leadership variable's regression coefficient is -0.070, meaning that, under the assumption that all other variables stay constant, each unit increase in prophetic leadership will result in a 0.070 decrease in the board of the Santri organization's degree of discipline.
- 3) The level of discipline in the santri organization management will rise by 0.436 for every unit increase in the santri organizational culture, assuming all other variables stay constant. This is indicated by the regression coefficient of the santri organizational culture variable, which is 0.436.

The basic leadership training variable's regression coefficient is 0.285, meaning that, under the assumption that all other factors stay constant, every unit increase in basic leadership training will result in a 0.285 rise in the management of the Santri organization's level of discipline.

### **Hypothesis Test**

#### **Partial T Test**

Performing the t test means analyzing the significant effect of each variable  $X_1$ ,  $X_2$  and  $X_3$  on variables  $Y_1$  and  $Y_2$  partially or separately. This is done to determine the effect of each independent variable individually on the dependent variable. In this case, the explanation will explain the effect of prophetic leadership, santri organizational culture and

basic leadership training partially on the performance and discipline of santri organization administrators.

From the tests that have been carried out through regression testing of the influence of prophetic leadership, *santri* organizational culture and basic leadership training on the performance of *santri* organization administrators, it can be described as follows:

- 1) The prophetic leadership variable's sig. value is  $0.376 > 0.05$ , which indicates that it is bigger than the standard value and, therefore, has no meaningful effect on the organization's board performance variable. (H0 gets approved but H1 is denied.)
- 2) The *santri* organizational culture variable has a largely inconsequential impact on the performance variable of the organization's board, as indicated by the sig. value of  $0.874 > 0.05$ , which can be explained as being bigger than the standard value. (H0 gets approved but H3 is denied.)
- 3) The prophetic leadership variable partially influences the performance variable of the organization's board, with a sig. value on the basic leadership training variable of  $0.033 < 0.05$ , or smaller than the standard value. (H0 is not allowed, although H5 is.)

From the tests that have been carried out through the regression testing of the influence of prophetic leadership, the culture of the student organization and the basic leadership training on the discipline of the management of the student organization, it can be described as follows:

- 1) The prophetic leadership variable's sig. value is  $0.714 > 0.05$ , which indicates that it is bigger than the standard value and, therefore, has a partially significant effect on the organizational board discipline variable. (H0 is approved but H2 is denied.)
- 2) The organizational board discipline variable is partially impacted significantly by the *santri* organizational culture variable, as indicated by the sig. value of  $0.009 < 0.05$  or larger than the standard value. (H4 is approved, whereas H0 is refused.)
- 3) The predictive leadership variable has a largely insignificant impact on the organizational board discipline variable, as indicated by the sig. value on the basic

leadership training variable of  $0.119 > 0.05$ , which may be explained as being less than the standard value. ( $H_0$  is approved but  $H_6$  is denied.)

### Simultaneous F Test

Doing the f test means analyzing the significant effect of all variables  $X_1$ ,  $X_2$  and  $X_3$  on variables  $Y_1$  and  $Y_2$  simultaneously or simultaneously. This is done to determine the effect of all independent variables on the dependent variable. In this case, the explanation will explain the effect of prophetic leadership, santri organizational culture and basic leadership training simultaneously on the performance and discipline of santri organization administrators.

**Table 7**  
**Test F Y1**  
**ANOVA<sup>a</sup>**

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	65.343	3	21.781	4.827	.005b
Residual	221.110	49	4.512		
Total	286.453	52			

a. Dependent Variable: Performance

b. Predictors: (Constant), Basic Leadership Training, Student Organizational Culture, Prophetic Leadership

Source: Primary Data Processed 2024

Regression testing was used to examine the effects of student organizational culture, prophetic leadership, and foundational leadership training on the effectiveness of student organization administrators. The results can be summarized as follows: The significance of sig. The independent variable has a considerable impact on the performance variable of the organization management at the same time since it is  $0.005 < 0.05$ , or smaller than the standard value.

**Table 8**  
**F Y2 Test**  
**ANOVA<sup>a</sup>**

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	106.056	3	35.352	6.389	.001b
Residual	271.114	49	5.533		
Total	377.170	52			

a. Dependent Variable: Discipline

b. Predictors: (Constant), Basic Leadership Training, Student Organizational Culture, Prophetic Leadership

Source: Primary Data Processed 2024

The significance of sig. If the number was less than 0.05 or could be explained as being smaller than the standard value, the independent variable was considered to have a significant effect. The following can be said about the results of the regression testing that was done to determine the impact of the student organization's culture, basic leadership training, and prophetic leadership on the organization's management discipline:

1. The study's findings simultaneously indicated that, with a result or value of  $0.005 < 0.05$ , prophetic leadership, student organizational culture, and fundamental leadership training all had a significant impact on the management performance of the student organization of Al-Umm ASWAJA Islamic Boarding School. (H0 declined; H7 approved)
2. With a result or value of  $0.001 < 0.05$ , the research and analysis of prophetic leadership, student organizational culture, and fundamental leadership training concurrently had a significant impact on the management discipline of the student organization of Al-Umm ASWAJA Islamic Boarding School. (H0 declined; H8 approved)

Thus Ho was rejected, and H7 and H8 were accepted because they had a significant influence on the performance and discipline of the management of the Al-Umm ASWAJA student organization.

### **Data Interpretation**

From the data analysis test that has been carried out in this study, the results that can be presented with the relevance of existing research are as follows:

1. The prophetic leadership variable had an insignificant effect on the performance variables of management and organizational discipline partially. The results of this study are in line with previous leadership model research conducted by (nazafn, 2023) which stated that there was no significant influence of the leadership model on work discipline. And (Nazarudin, 2022) which produced leadership style research did not have a significant effect on performance. The reason for the rejection of the hypothesis of leadership in this study is because each agency or company has a clear operating procedure (SOP) system, and a clear division of duties and responsibilities makes the work system run well. In line with previous research, the H3 of prophetic leadership in this study is rejected because at the Al-Umm ASWAJA Islamic Boarding School, it is still making a design for the system operating procedure (SOP) to the leaders in it.

Without strict supervision from the leadership and daily SOPs that are compiled or formed so that prophetic leadership at Al-Ummm ASWAJA Islamic Boarding School does not have a significant effect on the performance and discipline of the management of the Al-Ummm ASWAJA Islamic Boarding School student organization.

2. The Variable of Student Organizational Culture has a non-significant effect on the performance of the management of the student organization of Al-Umm ASWAJA Islamic Boarding School. The results of this study are relevant to previous research researched by (Sugiyono 2022) which states that organizational culture in an organization has no effect if the organizational culture does not run well, this is interpreted in activities in organizational culture, namely a sense of family, two-way communication and unclear work instructions are aspects of organizational culture that reduce work motivation. In the field analysis of the management of the student organization of the Al-Umm ASWAJA Islamic Boarding School, aspects such as two-way communication and work instructions were not clear so that the variables of organizational culture did not affect the performance of the management of the student organization of the Al-Umm ASWAJA Islamic Boarding School.
3. The Variable of Basic Leadership Training has a non-significant effect on the discipline of the management of the Al-Umm ASWAJA Islamic Boarding School organization partially. Relevance to previous research that training also has no effect on organizational commitment and has an impact on discipline (Ainun, 2019). In previous research it was explained that "Training is an integrated, meticulous planned concept, designed to generate the understanding necessary to improve performance" (Amstrong, 2000). According to another opinion, "Training is a process by which people achieve certain abilities to help achieve organizational goals. Therefore, this process is tied to various organizational goals, training can be viewed narrowly and broadly." Then it can be seen what they want to achieve from the training. The goal can be based on a few questions: a) Effectiveness/validity of training: whether participants gain the necessary knowledge, and abilities; b) Effectiveness of knowledge transfer.

It can be concluded that the Basic Leadership Training at the Al-Umm ASWAJA Islamic Boarding School is still not effective in several training specifications and

organizational objectives such as appropriate materials and programs that are relevant to the leadership activities and learning process in the Islamic Boarding School and the implementation of what is obtained from the training is not entirely carried out in daily life so that the training held does not have a significant effect on the discipline of the management of student organizations Al-Umm ASWAJA Islamic Boarding School.

Simultaneously all independent variables have a significant impact on the dependent variables, thus from the research and analysis that has been carried out, each variable can affect the performance and discipline of the management of the Al-Umm ASWAJA Islamic Boarding School student organization, especially at the same time.

## **CONCLUSION**

The findings indicate that prophetic leadership, student organizational culture, and basic leadership training exert a positive and significant influence on the performance of student organization administrators at Al-Umm ASWAJA Islamic Boarding School. Similarly, these three factors have a positive and significant impact on the discipline of student organization management.

However, prophetic leadership demonstrates a positive yet insignificant influence on both the performance and discipline of student organization management. Conversely, student organizational culture has a positive but statistically insignificant effect on performance, while its influence on discipline is significant. Basic leadership training significantly affects performance and has a positive impact on discipline within the student organization management.

These results highlight the critical role of organizational culture and basic leadership training in shaping student organization performance and discipline. Therefore, it is essential for the Islamic boarding school to maintain consistency in implementing these activities. Moreover, further improvements should be pursued to not only sustain but also enhance their positive impact. For variables that do not exhibit a significant effect, further investigation is recommended to identify supporting factors that may contribute to a more pronounced and beneficial influence on both performance and discipline.

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