

Political Leadership Policy and Education in PSIAFIL Perspective at Pasim National University

Endri Hendrayana¹, Sugeng Djatmiko², Ishak Abdulhak³, Achmad Mudrikah⁴

^{1,2,3,4}Department of Education, Nusantara Islamic University, Indonesia

hendrayanaendri@gmail.com, sugengdjatmiko@yahoo.com, ishak.abdulhak@yahoo.com,

achmadmudrikah@yahoo.co.id

Abstract

This study is to determine the political policy of educational leadership at the National University of Pasim in terms of Psychology, Sociology, Religion and Philosophy (PSIAFIL). The research used was quantitative with a descriptive approach. The data used is primary data through the distribution of questionnaires. The research population is structural officials, lecturers and education staff at the National University of Pasim, while the sample used is 60 respondents (Slovin Formula). The sampling used is probability sampling with the type of Proportionate Stratified Random Sampling. The instrument test uses validity and reliability tests. The data analysis technique used descriptive statistical analysis through frequency distribution (SPSS). The results of the study stated that the political conditions, policies and educational leadership at the National University of Pasim were in the good category. However, there are aspects that need further attention, namely in terms of decision control, aspects of participation and in terms of coordination. From a psychological point of view, leadership that occurs is more inclined to leaders with phlegmatic personality types. Then from a sociological point of view, leadership today has a high level of concern and can keep up with the times. Likewise, from a religious point of view, the current leader is more wise, and sympathetic, both in politics and in every policy. In the point of view of the current leadership philosophy is more wise and fair.

Keywords

policy; politics;
educational leadership



I. Introduction

The 1945 Constitution, article 29 including its amendments have explicitly regulated the implementation of education in Indonesia, where the state has the obligation and responsibility to administer education for its people. This is supported by the government's commitment, related to the education budget allocation which tends to increase every year. The education budget alone reaches a portion, about 20 percent of the total APBN. According to a source from money.kompas.com (2021), which quoted from the official website of the Ministry of Finance (Kemenkeu), that in 2020 the education budget allocation in the APBN was Rp. 508.1 trillion, an increase of about 6.2 percent, when compared to last year. 2019, which amounted to IDR 478.4 trillion. Furthermore, the budget allocation is distributed to a number of ministries/educational institutions, including the Ministry of Education & Culture and the Ministry of Religion. As the budget allocation increases, it is hoped that the quality of education will also increase. However, this mandate has not been fully implemented optimally, as there are still children who have not yet received their education rights. The challenges of today's educational development require the ability of a leader to be tough and have high creativity, as well as to be

professional in determining a political policy in the field of education. This is in line with the statement from Imam Suprayogo (2014), that to be a strong leader requires the ability to carry out all the tasks he carries, and must also be able to face various challenges, both internal and external. The National University of Pasim is one of the universities in West Java that contributes to the success of national education goals. Of course, this cannot be separated from the politics and policies carried out by the university leadership. However, based on the preliminary survey conducted by the researcher, there is a phenomenon that indicates that the politics and policies in the education sector are not optimally carried out by the university leadership. This can be seen from the lack of maximum control of decisions made by the leadership, so that these decisions are not fully implemented by the academic community. In addition, the participation factor is not comprehensive to the academic community, causing each policy is not optimal. As it is known that the personality type of a leader based on his political policies can have an influence on his decision making. In this regard, the researcher intends to examine more deeply the politics and policies carried out by the leadership of the National University of Pasim in several aspects, including: aspects of psychology, sociology, religion, and philosophy (PSIAFIL).

The presence of Aristotle and Plato is the starting point in the development of political thought. The term politics is used as a concept in governing society. According to A.S. Hornby (1974:645) examines the origin of the word politics from the word "politic" (English) which means "acting or judging wisely, well judge, prudent". Along with its development process, political interpretations have experienced dynamics. Then according to Gabriel A. Almond quoted by Basri (2011: 3), defines politics as an activity related to the control of public decision-making in certain communities in certain areas, where this control is supported through instruments that are authoritative and coercive. According to Deliar Noer (1983:6), that politics is all activities to influence, change and maintain the social order through power. Furthermore, according to Miriam Budiardjo (1982: 8) that politics is a system in which there is a process of determining and implementing the goals that have been set.

According to Ramlan Surbakti (1992:1-8), states that politics can be interpreted into 5 views, namely:

1) Aristotle's view

This view focuses more on discussing and organizing matters concerning the public interest rather than private interests.

2) Institutional or institutional views

This view focuses on the administration of the state, where there is competition for power, both between countries and groups.

3) Power view

This view is more directed at maintaining power in society by using illegal and immoral actions.

4) The view of functionalism

This view is more directed at the activities of formulating and implementing policies in general, with reference to values that are spiritual and material in nature.

5) Conflict view

This view focuses more on efforts to gain and maintain values, where conflict is present and inherent in every political process

In general, policy is used as a support for a behavior, be it the behavior of a leader, the behavior of an official, the behavior of a group or a particular institution to solve a problem it faces. Policy is more directed at an action in an effort to find alternative options, with a view to achieving a certain goal. According to Noeng Muhadjir (2000:17), that

policy is an effort to solve social problems for the benefit of the community on the principles of justice and public welfare. In the policy, at least it must fulfill four important things, namely; (1) people's standard of living increases, (2) justice occurs: By the law, social justice, and individual achievement and creation opportunities, (3) active opportunities for community participation (in discussing problems, planning, decisions and implementation), and (4) ensure that sustainable development is guaranteed. According to James E. Anderson in Irfan Islami (2000:17), states that policy is a series of actions that are followed and implemented, by a certain person or group, with the aim of solving a problem. This is clarified by the opinion of Richard Rose quoted by Budi Winarno (2007:17), stating that policy is a relationship between a series of activities in decision making, along with the consequences in which they are related to one another. Then according to Suharno (2010:11), that the term policy has another meaning, namely as a decision, provision, standard, it can even be interpreted as a law. While the definition of public policy according to Riant Nugroho (2008:55), is more directed at policies issued by the government, with the aim of realizing all the ideals of the state. Furthermore, Parker as edited by Abdul Wahab (2011: 46), states that in public policy there is a series of interconnected actions, which are carried out by the government at a certain period. Then William N. Dunn (1994:17), states related to the process of public policy, as follows.

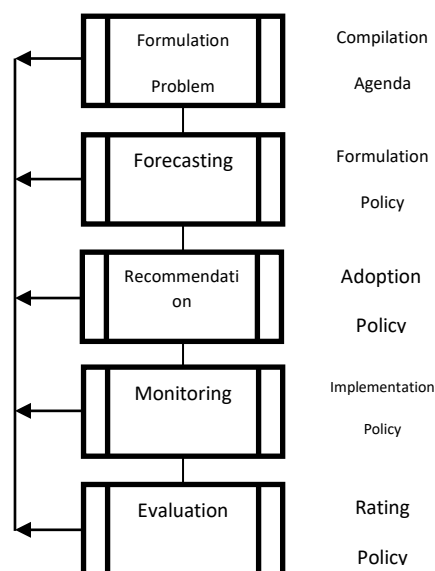


Figure 1. *Public Policy Process*

According to Riant Nugroho (2008:35), that education policy is a set of policies in which there are regulations regarding the implementation of education. Characteristics of educational policies must have specific goals, be clear, directed and contribute to the world of education.

According to George R. Terry quoted by Miftah Thoha (2010:5), states that leadership is an activity to direct others to achieve organizational goals. This is also clarified by A. Dale Timple (2000:58), which defines leadership as a social process, in moving subordinates to achieve organizational goals. Furthermore, Sudarwan Danim (2004:56), states that leadership is an activity of coordinating and directing individuals or groups within an organization to achieve predetermined goals. Meanwhile, according to Idochi Anwar (2004:77), that leadership is related to the abilities and skills possessed by the leader, in influencing his subordinates to want to work for the achievement of organizational goals.

Leadership can be defined as a process of directing and giving influence to the activities of a group of members who are related to their duties (Stoner in Purba, 2020). According to Gorton et al., Leadership is a characteristic of leaders in influencing subordinates to achieve organizational goals. The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

According to Law no. 20 of 2003, concerning the National Education System, that education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential, to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills needed for themselves, society, and the nation. Then according to Sutrisno (2016: 29), that education is an activity that is closely related, in which there is an attachment between one element and another. According to Kurniawan (2017:26), education is more directed to the transfer of the values of knowledge and experience, both physically and spiritually from the older generation to the younger generation.

According to Makawimbang (2012:29), educational leadership is the competence of an educational leader in implementing education effectively and efficiently. This is further clarified by Dirawat et al (1983:33), educational leadership is an ability and process of influencing, coordinating and mobilizing other people who have to do with the development of education science and the implementation of education and teaching in order to achieve goals effectively and efficiently. So that it can be explained again that educational leadership is more directed to the competence of a leader in processing, directing, and developing human resources in the field of education effectively and efficiently.

II. Research Methods

The research method used is quantitative with a descriptive approach that is studied in several interdisciplinary disciplines. The data used is primary data, through the distribution of questionnaires. The research population is structural officials, lecturers and education staff at the National University of Pasim, while the sample used is 60 respondents (Slovin Formula). The sampling used is probability sampling, with the type of Proportionate Stratified Random Sampling. Test the instrument using, test the validity and test reliability. The data analysis technique uses descriptive statistics analysis through frequency distribution (SPSS).

III. Results and Discussion

The test results (SPSS) through the validity test, the correlation coefficient is greater than 0.2108, so that all items from politics, policy and educational leadership can be said to be valid. This is in accordance with the statement from Bambang S. Soedibjo (2013:76), that a valid criterion is if the correlation coefficient value is more than 0.3 or in other words, the critical value determined is 0.3. For the results of testing the validity of the instrument items from political variables, it can be seen in the table as follows:

Table 1. Political Validity Test Results

No Item	Correlation Coefficient Value	Information
Item 1	0,714	<i>Valid</i>
Item 2	0,819	<i>Valid</i>
Item 3	0,662	<i>Valid</i>
Item 4	0,779	<i>Valid</i>
Item 5	0,846	<i>Valid</i>
Item 6	0,587	<i>Valid</i>
Item 7	0,655	<i>Valid</i>
Item 8	0,740	<i>Valid</i>

Source: SPSS 2021 Results

Then the results of testing the validity of the instrument for items from policy variables, can be seen in the following table:

Table 2. Policy Validity Test Results

No Item	Correlation Coefficient Value	Information
Item 1	0,862	<i>Valid</i>
Item 2	0,682	<i>Valid</i>
Item 3	0,754	<i>Valid</i>
Item 4	0,692	<i>Valid</i>
Item 5	0,791	<i>Valid</i>
Item 6	0,785	<i>Valid</i>
Item 7	0,682	<i>Valid</i>
Item 8	0,834	<i>Valid</i>
Item 9	0,901	<i>Valid</i>
Item 10	0,819	<i>Valid</i>
Item 11	0,823	<i>Valid</i>
Item 12	0,594	<i>Valid</i>
Item 13	0,588	<i>Valid</i>

Source: SPSS 2021 Results

Furthermore, for the results of testing the validity of the instrument for items from the educational leadership variable, it can be seen in the table as follows:

Table 3. Validity Test Results Educational Leadership

No Item	Correlation Coefficient Value	Information
Item 1	0,664	<i>Valid</i>
Item 2	0,747	<i>Valid</i>
Item 3	0,735	<i>Valid</i>
Item 4	0,781	<i>Valid</i>
Item 5	0,872	<i>Valid</i>
Item 6	0,878	<i>Valid</i>
Item 7	0,792	<i>Valid</i>

Source: SPSS 2021 Results

Based on tables 1,2 and 3 above, it is known that all statement items from the political, policy and educational leadership variables have a correlation coefficient value greater than 0.2108 which is the minimum limit for an item to be called valid. For the reliability test, the test results using Cronbach's Alpha coefficient produce a number greater than 0.60, then politics, policy and educational leadership can be said to be reliable. For more details can be seen in the following table:

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	N of Items	Information
Political	0,871	8	<i>Reliable</i>
Policy	0,936	13	<i>Reliable</i>
Educational Leadership	0,890	7	<i>Reliable</i>

Source: SPSS 2021 Results

3.1 Descriptive Test Results

The results of the descriptive test through frequency distribution analysis for political, policy and educational leadership variables can be seen in the table below:

Table 5. Respondents' Responses to Politics

No	Statement Items	Answer Rating					Total N	Score	Value Scale
		5	4	3	2	1			
1	Every decision made by the leadership is in accordance with the objectives	85	148	18	0	0	60	251	4,18
2	Every decision issued by the leadership is based on the results of the identification of problems that occur	105	132	0	12	0	60	249	4,15
3	Every decision issued by the leadership is based on certain factors	0	188	18	14	0	60	220	3,67
4	Every decision issued by the leadership requires certain means	110	100	39	0	0	60	249	4,15
5	Every decision issued by the leadership is binding	95	84	42	12	0	60	233	3,88
6	Leaders have the authority to decide in all matters	85	104	51	0	0	60	240	4,00
7	Leaders don't impose their will on everything	170	52	39	0	0	60	261	4,35
8	The leader does not threaten if the decision is not implemented	60	104	66	0	0	60	230	3,83
Amount							480	1933	4,03
Average							60	241,62	4,03
Rounding									4
Category									Good

Based on table 7 above, it can be seen that the political conditions that occur at the National University of Pasim can be categorized as Good, with an average value of 4.03. The item that has the lowest value is in item No. 3 with the statement "every decision issued by the leader is based on certain factors" with a value of 3.67, this indicates that, some decisions issued by the leadership are sometimes not based on something urgent or certain factors.

Table 6. Respondents Responses to Policies

No	Statement Items	Answer Rating					Total N	Score	Value Scale
		5	4	3	2	1			
1	All academics get the same welfare kesejahteraan	140	76	21	12	0	60	249	4,15
2	All academics get the same facilities	110	100	39	0	0	60	249	4,15
3	All academics may participate in discussing a problem	135	100	24	0	0	60	259	4,32
4	All the academic community may participate in making a plan	115	116	24	0	0	60	255	4,25
5	All academics may participate in making decisions	170	80	18	0	0	60	268	4,47
6	All the academic community participates in implementing the results of the decision	65	136	39	0	0	60	240	4,00
7	All academics may participate in discussing a problem	90	88	60	0	0	60	238	3,97
8	All the academic community may participate in making a plan	90	88	42	12	0	60	232	3,87
9	All academics may participate in making decisions	95	84	42	12	0	60	233	3,88
10	All the academic community participates in implementing the results of the decision	65	164	18	0	0	60	247	4,12
11	All academics carry out self-development related to their technical abilities	100	136	18	0	0	60	254	4,23
12	All academics carry out self-development related to their theoretical abilities	55	172	18	0	0	60	245	4,08
13	All academics carry out self-development related to their conceptual abilities	65	164	18	0	0	60	247	4,12
Amount							780	3216	4,12
Average							60	247,38	4,12
Rounding									4
Category									Good

Based on table 8 above, it can be seen that the policies issued by the leadership of the National University of Pasim, are categorized as Good, with an average value of 4.12, for the lowest item is item No. 8 with the statement "all the academic community may participate in making a planning" with a value of 3.87, this indicates that the participation of the academic community in a decision is not optimal.

Table 7. Respondents' Responses to Educational Leadership

No	Statement Items	Answer Rating					Total N	Score	Value Scale
		5	4	3	2	1			
1	In working, the leader has a good character towards his subordinates	20	200	18	0	0	60	238	3,97
2	In terms of work, the leader gives confidence to subordinates	110	108	33	0	0	60	251	4,18
3	At work, the leader performs commendable actions towards subordinates	115	108	30	0	0	60	253	4,22
4	In terms of coordination, the leader takes actions in harmony with subordinates	90	124	33	0	0	60	247	4,12
5	In terms of coordination, leaders and subordinates work in harmony	55	140	42	0	0	60	237	3,95
6	The leader gives instructions in every job	105	96	45	0	0	60	246	4,10
7	Leaders provide suggestions in every job	65	164	18	0	0	60	247	4,12
Amount							420	1719	4,09
Average							60	245,57	4,09
Rounding									4
Category									Good

Based on table 7, it can be seen that the educational leadership at the National University of Pasim is in the Good category, with an average value of 4.09, the lowest item on the educational leadership variable is at No. 5 with the statement item "in terms of coordination, leaders and subordinates work together". harmonious" with a value of 3.95, this indicates that the coordination activities carried out by the leadership of the National University of Pasim have not been optimal.

3.2 Politics and Policy of Educational Leadership at Pasim National University from a Psychology point of view

Politics and leadership policies are seen from a psychological point of view, meaning that they look at the psychological side of the leader in terms of leadership, where the psychological observations of leaders are how to motivate, how to make decisions, and how to communicate in politics. Psychology itself is the state of a person's self, which can be known by visible activities, but some are implied or visible. Personality traits are considered highly relevant to success in leadership. Leadership is considered good if the leadership functions are carried out based on ethical principles. According to Hippocrates (460-370), that humans have 4 types of personality, namely sanguine, choleric, melancholic, and phlegmatic. The explanation of this personality type is perfected by Littaeur (1996), in his book "Personality Plus". Based on filling out the personality questionnaire to the leadership of the National University of Pasim, it is known that the personality type possessed by the university leader is a phlegmatic personality type. This is in line with the opinion of Sudharta, et al (2017), which states that the educational leadership model in a psychological perspective is a leader with sanguine (aggressive) and phlegmatic (low profile) attributes. For more details can be seen as follows:

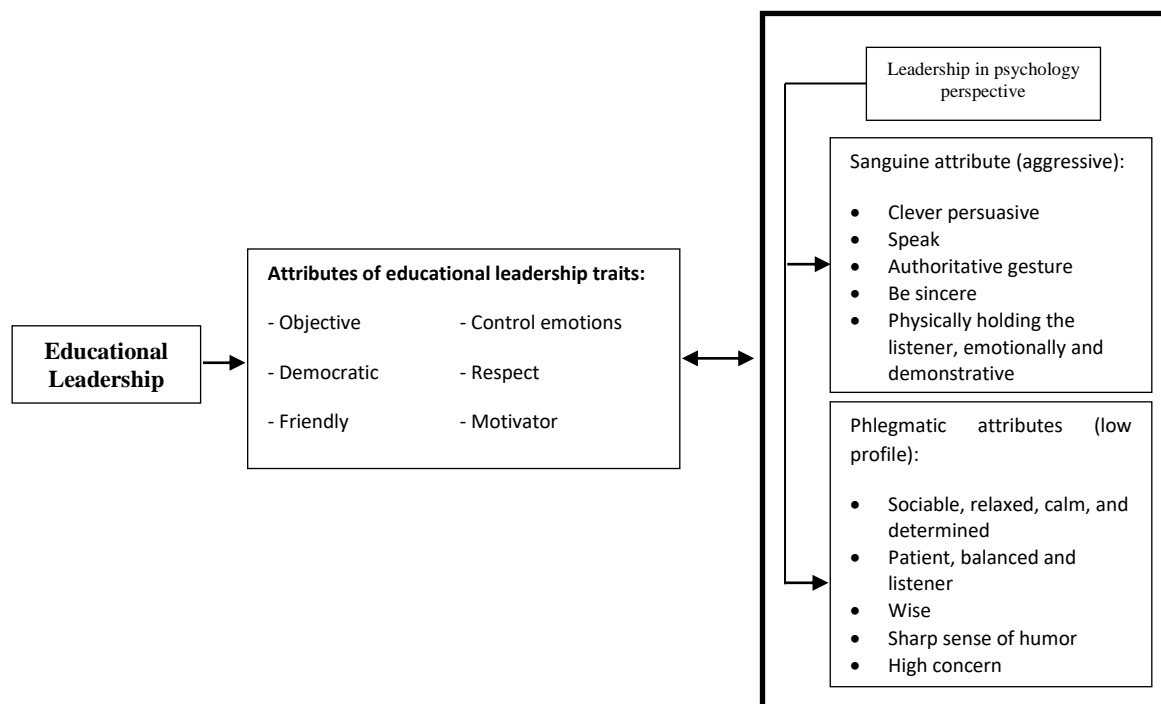


Figure 2. *Educational Leadership Model in Psychological Perspective*

Based on the attributes of leadership traits in Figure 1, it will be a psychological attribute of leadership, when the leader's traits have merged into part of his personality. Personality in the view of leadership psychology covers all aspects of a person's life, such as intelligence, talents, interests, and the nature of a leader. The psychological condition of a leader affects the way he leads his organization.

3.3 Politics and Policy of Educational Leadership at Pasim National University from a Sociological Point of View

Political sociology is a cross-disciplinary study, namely sociology and politics. If sociology studies society, then politics examines the power of decision makers, then political sociology examines the relationship between people's lives and the decisions taken by the authorities. The politics and policy of educational leadership in a sociological review is to see a leader who is undergoing a transformation from the impact of the symptoms of social change he faces. If the leader still applies the types of leadership without following the flow of modernization, then such a leader will not be able to answer the challenges of the times. Leaders are only respected at certain times, but not recognized at other times. Leadership from a sociological perspective is the impact of social changes experienced by society, from simple to modern technology, so that the meaning, purpose and function of leadership also experience changes, both social, cultural, economic, political, scientific and technological aspects. In relation to politics and educational leadership policies, a leader must be able to adapt to his environment, where the environment today is different from in the past. Then the leader must have a goal (goal attainment) which is not only for his own interests, but brings benefits to the community at large. Furthermore, leadership is not only lulled by the changing times, but must be able to answer the challenges of the times. On the one hand, his leadership becomes an exemplary value for others, where the example is integrated (integration) from his subordinates and those he leads, so that everything in his leadership period, the values of being a leader must

be prioritized in accordance with religion or better known as as latency. Based on the results of filling out the questionnaire, the personality of the leader at the National University of Pasim is of the phlegmatic type, which from a sociological point of view has the character of being patient, balanced, listener, and has a high concern for the current conditions.

3.4 Politics and Policy of Educational Leadership at Pasim National University from a Religious Point of View

Politics in Islam is known as siyasah. Whereas in Arabic reality it is said that ulil amri takes care of (yasûsu) its people, regulates it, and looks after it. Thus, politics is maintenance (ri'ayah), improvement (ishlah), straightening (taqwim), giving directions (irsyad), and education (ta'dib). Rasulullah SAW himself used the word politics (siyasah) in his words: "It is the Children of Israel, they are taken care of by the prophets (tasusuhumul anbiya). When a prophet dies, another prophet comes to replace him. There will be no prophet after me, but there will be many caliphs." So it is clear that politics or siyasa originally meant taking care of public affairs. Being involved in politics means paying attention to the condition of the Muslims by eliminating the tyranny of the rulers on the Muslims, and eliminating the evils of the infidel enemies from them. For this reason, it is necessary to know what the rulers do in order to deal with the affairs of the Muslims, deny their badness, advise leaders who disobey their people, and fight them when there is real kufr (subordinate kufr) as confirmed in many famous hadiths. This is the command of Allah SWT through the Prophet Muhammad. In connection with this matter the Prophet Muhammad SAW said: "Whoever wakes up early with his achievements is not Allah then he is not (servant of) Allah, and whoever wakes up early but does not pay attention to the affairs of the Muslims then he is not from their group." (HR. Al Hakim)

Imam Al-Ghazali said: "Fighting for the good of religious teachings and having political power (rulers) are twin brothers. Religion is the basis of the struggle, while the rulers of political power are the guardians of the struggle. Struggles that are not based on religious (principles) will collapse, and religious struggles that are not guarded will be in vain." From Al-Ghazali's view, it can be concluded that politics is obligatory because politics is a prerequisite for a good and comfortable religion. That's how Islam views politics. Furthermore, the hadith on political terms (siyasah) in the Hadith narrated by Baihaqi, Assunan al-Kubra, (India: Majlis Dairatu al-Ma'arif), Jld.8.hal.144 is as follows:

• عَنْ فُرَاتِ الْقَرَارِ، قَالَ: سَمِعْتُ أَبَا حَازِمٍ، قَالَ: قَاعَدْتُ أَبَا هُرَيْرَةَ
خَمْسَ سِنِينَ، فَسَمِعْتُهُ يُحَدِّثُ عَنِ النَّبِيِّ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ
قَالَ: كَانَ بَنُو إِسْرَائِيلَ تَسُوسُهُمُ الْأَنْبِيَاءُ كُلَّمَا هَلَكَ نَبِيٌّ خَلَفَهُ
نَبِيٌّ، وَإِنَّهُ لَا نَبِيَّ بَعْدِي، وَسَيَكُونُ خُلَفَاءُ فَيَكْتُمُونَ، قَالُوا: فَمَا
تَأْمُرُنَا؟ قَالَ: فُؤَا بَيْعَةِ الْأَوَّلِ فَالْأَوَّلِ، أَعْطَوْهُمْ حَقَّهُمْ، فَإِنَّ اللَّهَ
سَأَلَهُمْ عَمَّا اسْتَرْعَاهُمْ.¹

From Furat al-Qazzaz, said: I have heard Abu Hazim say: I have been sitting (studying) five years with Abu Hurairah, and I heard him talk about the Prophet. The Prophet said: The Israelites were ruled by a prophet. Every time that Prophet died he was replaced by another Prophet, and there was no more Prophet after me (Muhammad); and there will be many governments (caliphates). They said: What you commanded us. The Prophet said: Fulfill it and take the first and the next allegiance. And grant them their due, for verily Allah will question them (in the hereafter) about their leadership.

In Islam, being a leader is not something light. They must be a figure who protects and serves the people. This is as emphasized by Umar bin Khattab, "Sayyidul qaumi khadimuhum" namely the leader is a servant to those he leads. Not only being judged in this world, the responsibility of a leader will also be carried out in the hereafter. In a hadith narrated by Bukhari and Muslim, the Messenger of Allah said, "Whoever is appointed by Allah to lead his people, then he does not devote his allegiance, then Allah forbids paradise for him."

Allah Subhanahu Wa Taala has explained the role of a good Leader of the Ummah in QS. Anbiya: 73 as follows:

وَجَعَلْنَاهُمْ أُمَمًا يَهْدُونَ بِأَمْرِنَا وَأَوْحَيْنَا إِلَيْهِمْ فِعْلَ الْخَيْرَاتِ وَإِقَامَ الصَّلَاةِ
وَإِيتَاءَ الزَّكَاةِ وَكَانُوا لَنَا عَابِدِينَ

Meaning: "We have made them as leaders who guide by Our command and We have revealed to them, they do good, establish prayer, pay zakat, and only to Us they always worship".

This verse describes the figure of a leader who will have a good impact on people's lives as a whole. In the verses before and after this verse in the context of describing the Prophets who provide examples of exemplary in guiding the people to the path that prospered the people physically and mentally. If a leader can be trustworthy, expert in his field, and has a loving soul to those he leads, then all the bad things in his leadership can be avoided. Likewise with the character of the leader of the National University of Pasim who is a phlegmatic type, in his character he is wise, sympathetic and kind. This trait is in accordance with the criteria of a leader from a religious point of view.

3.5 Politics and Policy of Educational Leadership at Pasim National University from a Philosophical point of view

Politics is actually an ethical issue, because initially politics was an attempt to distribute justice. Political philosophy itself emerged after the pathological symptoms in politics. Then the questions that arise from these pathological symptoms are; why politics that used to be an ideal turned into a bad one, so that continuous evaluation is needed. To answer this question, a political philosophy is needed. The main role of political philosophy is to evaluate political conditions and evaluate between "election" and "decision". When talking about political philosophy, there are three things that will continue to be discussed, namely, justice (justice), freedom (freedom), and sovereignty (sovereignty).

Leaders and leadership are the sticks of success in an organization or a country. Leaders are a form of devotion and responsibility for the principles of faith. Many styles/types of leaders emerge in various aspects of life, both spiritual leaders, religious leaders, and state leaders, the majority of which leave and separate the most important essences inherent in a leader. Leaders who do not meet the criteria of a leader, both in terms of intellectual, religious, experience, personality, skills and so on, thus affecting leadership performance and failure as a leader, which can destroy the order of public life and politics.

The concept of educational leadership in relation to the political and policy context philosophically that is deemed appropriate is to adhere to the concept of Al Ghazali, where the concept of leadership thinking more deeply emphasizes the substantial aspects of the value of religious teachings rather than formal-symbolic aspects, uniting what has been separated from the figure of the leader, the leader must come from the people with the people's choice. The ideal leader is a moral leader, who is called a true leader. Leaders who are fair, and have integrity, mastery in the fields of state and religious sciences. The balance of science, religion, and morals that is able to bring leaders into ideal leaders, if from science and religion there is a dominant, then noble character will not grow, if knowledge and religion are cut off it will cause destruction. When these three points are on a leader of glory, prosperity, happiness, prosperity will come, like the heyday of Islam in the time of the Prophet Muhammad. Religion without knowledge, which causes disaster in leadership, Faith is achieved through knowledge and insight that is broad and deep, without inner attitude, outward behavior is not yet a true thing in religion, without a strong inner attitude, daily religious experience is impossible to give. positive impact both morally and socially. In the Book of *Ihyā Ulum ad-Dīn*, al-Ghazālī says:

“Indeed, the corruption of the people is caused by the corruption of their rulers, and the corruption of the rulers is caused by the corruption of the scholars, and the corruption of the scholars is caused by the love of wealth and position, and whoever is ruled by worldly ambitions, he will not be able to take care of the small people, let alone the rulers. Allah is the place to ask for all things”

In relation to the philosophical aspect, the attributes of the phlegmatic type such as easy to get along with, calm, firm, patient, wise, have high concern, sympathetic and kind are ideal reflections for a leader. These attributes are owned by the leadership of the National University of Pasim.

V. Conclusion

In conclusion, the results of this study indicate that the political conditions, policies and educational leadership are in the good category. However, there are aspects that need further attention, namely in terms of decision control, aspects of participation and in terms of coordination. From these results it can be said that if decision control, participation and coordination run better, then the politics and policies of educational leadership in the higher education institution will be optimal. From a psychological point of view, the ideal leader is a leader with a phlegmatic personality type. Then in the sociological point of view that a leader must be sensitive, patient, have high concern and can keep up with the times. Likewise, from a religious point of view, wise, sympathetic and kind qualities must be embedded in the personality of a leader, both in politics and in every policy. In the philosophical point of view that a dreamer must be wise and fair.

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