

Tansiq Empowerment Leadership: An Approach To Empowerment Leadership Theory And Islamic Value To Improve Police Performance

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Abstract

Research on an individual's behavior and attitudes has been widely discussed and comes with various results when it comes to leadership styles. We propose a change in people's attitudes, optimistic attitudes, cooperation for performance improvements to bridge the gap. The purpose of this paper is to analyze the relationship between leadership empowerment and the effort to strength ten relationships or synergy between members of Jepara Police Department with a high vs low level of optimism. The questionnaire-based survey will be conducted on 131 (one hundred and thirty-one) Jepara Police Officer Personnel. Many previous studies have explored the factors that cause the lack of cooperative relationships between leader and members but none approached with the perspective of Islamic values. Thus, this paper offers the concept as a foundation for improving the Police performance, especially the Jepara Police through *Tansiq Empowerment Leadership*. The authors argue that the absence of *Tansiq* and Optimism in improving police performance results in an absence of confidence, and a strong emotional connection between leader and members which might jeopardizing the achievement of organization's objectives. Therefore, *tansiq* is required in order to harmonize relationship and increase cooperation and coordination between leader and members.

Keywords: Empowerment Leadership, Optimism, Tansiq and Performance Improvement

Introduction

To remain successful and engaging in an ever-changing world of work, it is imperative for organizations to attract and hire individuals who are able to deal with ongoing changes and challenges. Changes in the work structure have led to an increased focus on the organization and the ability of employees to make adjustments. (Vanden Heuvel, Demerouti, & Peeters, 2015). Another important variable that affects *person-job fit* and work environment is leadership. As leaders play an important role in the social context of work, organizations will benefit if leaders inspire their employees to use development-driven strategies such as JC, which encourage engagement and good work presence. (Petrou, Demerouti, Peeters, Schaufeli, & Hetland, 2012).

Organizational change targets place elements of people as central elements, moving away method, social, organizational, and objective factors. However, there are two important aspects that need to be considered in improving employee behavior, namely the internal-external aspects of employees (people) and technology / working methods. (Kreitner and Kinichi 2007). Internal-external aspects include; leaders-members exchanges, departments, organizational commitments, job satisfaction, and cultural organizations (Kreitner and Kinichi 2007; Peterson dan Baker 2015). Aspects of work methods include technology, workflow, workflow, and job design (Kreitner and Kinichi 2007; Parker et. al. 2017). Griffin et. al. (2018) argue in order to achieve competitive advantage, organizations need to develop "organizational readiness," a construct that describes anticipatory expectations about the life of the organization

which absorbing cultural influences.

Literature Review

Empowerment Leadership

Zhang dan Bartol (2010) state that leaders must be able to empower their members to be able to lead themselves as well as take responsibility for their actions, and then they can earn rewards. It is said that a leader with an empowering leadership style means that he or she is able to act as an agent of change and transform the changing organization towards better conditions (Newman et. al. 2017) and adds the overall function of a leader is able to act as an agent of change. An organizational leader must be able to act as an agent of change for members. (Mueller et. al. 2012). An organization change must start from its leaders since they have to make sure the members are ready to make changes. Previous experience shows that the success of change starts with individual change first, and then followed by organizational change. This is what is meant by changing through the "individual exit" approach (Black and Gregersen 2003; Newman et. al. 2017).

Empowering Leadership serves to improve the proactive behavior of employees and therefore may be in positive contact with JC (Esteves & Lopes, 2017; Wang, Demerouti, & Le Blanc, 2017), is defined as the process by which leaders transfer power from themselves to employees and give them the power to make their own decisions by giving them additional responsibilities, decision-making authority over work, and resources (Ahearne et. al., 2005).

Empowering Leadership has the goal (1) of giving employees confidence in their work, giving them the time and freedom to decide for themselves how to perform the tasks and support necessary to handle additional responsibilities effectively, encourage self-development (Ahearne et. Al., 2005; Zhang & Bartol, 2010), (2) able to inspire employees to lead themselves and motivate the development of self-leadership skills to contribute more fully to the organization (Sims, Faraj, & Yun, 2009; Zhang, Bartol, 2010).

Optimism

Optimism in the workplace has received a lot of attention from psychology and management researchers. (Alarcon, Bowling, & Khazon, 2013; Carver & Scheier, 2014, 2018; Carver, Scheier, & Segerstrom, 2010; Forgeard & Seligman, 2012; Strauss, Niven, McClelland, & Cheung, 2015). Defined as "individual differences variables that reflect the extent to which people hold generally favorable expectations of their future" (Carver et al., 2010), optimism is seen as an important driver of an individual's cognitive processes related to goal setting and goal pursuit (Carver & Scheier, 2001, 2014). Optimism has been found to affect several such outcomes such as general health and well-being, stress reduction, and coping capacity (for review: Carver & Scheier, 2014; Carver et al., 2010; Forgeard & Seligman, 2012).

In the workplace, optimism is associated with higher job performance. (Alessandri et al., 2012; Madrid, Diaz, Leka, Leiva, & Barros, 2018; McColl-Kennedy & Anderson, 2002), higher work engagement (Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007, 2009), a stronger commitment to change (Kool & van Dierendonck, 2012), a cute organizational citizenship behavior (Alessandri et al., 2012), higher job satisfaction (Munyon, Hochwarter, Perrewé, & Ferris, 2010; Tuten &

Neidermeyer,2004), and lower stress, emotional exhaustion, or mental distress at work (Mäkikangas & Kinnunen, 2003; Tuten & Neidermeyer, 2004).

Optimism is relevant psychosocial adaptation and community welfare (Alarcon, Bowling, & Khazon, 2013; Krok, 2015). Dispositional optimism, relatively stable throughout time and context, and the opposite of dispositional pessimism i.e. individuals who see desired results as achievable, continue to strive toward those results, even when progress becomes a challenge (Scheier, Carver, 1992). According to Hobfoll (1989), personal resources such as optimism can influence how employees adapt to job changes. Personal resources can help individuals to face challenges and can increase the impact of challenging work (Bakker & Sanz – Vergel, 2013). Optimism is able to predict opportunities for self-development and work involvement in the future (Xanthopoulou et al., 2009). Optimistic individuals invest effort and commitment in the pursuit of goals (Monzani et al., 2015).

Organizational Performance

Organizational performance is considered as the results and achievements of employees towards organizational goals (Khoshnaw and alavi, 2020). Organizational performance shows the progress and development of an organization. Organizational performance compares expected results with actual results, examines deviations from plans, assesses individual performance and examines progress in efforts to achieve goals (Iqbal et. al, 2019).

Organizational performance refers to a company's performance compared to its goals and objectives as actual results or outputs of an organization measured against the organization's desired output (Bashaer Almatrooshi, Sanjay Kumar Singh, 2016). Organizational performance can be defined as the collective performance of individual employees whereas individual employee performance is defined as "the evaluation of the outcome of one's behavior: determining how well or poorly a person has completed a given task" and it was found that motivation, personality and ability (Bashaer Almatrooshi, Sanjay Kumar Singh, 2016).

In measuring organizational performance in the workplace, optimism has been associated with (1) higher job performance (Alessandri et al., 2012; Madrid, Diaz, Leka, Leiva, & Barros, 2018; McColl-Kennedy & Anderson, 2002), (2) higher work engagement (Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007, 2009), (3) a stronger commitment to change (Kool & van Dierendonck, 2012), (4) acute organizational civic behavior (Alessandri et al., 2012), (5) higher job satisfaction (Munyon, Hochwarter, Perrewé, & Ferris, 2010; Tuten & Neidermeyer, 2004), (6) lower stress, emotional exhaustion, or mental distress at work (Mäkikangas & Kinnunen, 2003; Tuten & Neidermeyer, 2004).

Tansiq

Tansiq is an attempt to harmonize relationships in a series of existing structures, essentially coordinated by humans (Azhar, 2002: 15). *Tansiq* is developed in 3 formulations, namely: Togetherness in the mission of upholding Islamic shari'ah (*tansiqul fardi*), togetherness in the program to uphold Islamic shari'ah (*tansiqul 'amali*), and togetherness in one institution of Islamic Sharia Enforcement (*tansiqun nidhami*).

Tansiq Al-Qalbi is a term coined by scholars that means "Union of Hearts". *Tansiq*

Al-Qalbi means a lot in the Qur'an that explains the description of the steps that must be taken to get to *Tansiqul Qolbi*. Q.S. Muhammad, 47:24, Q.S. AnNisa, 4:82. *Tansiqul Qolbi* was built through the continuous process of *tadabbur* of the Qur'an. Q.S. Ali Imran, 3:103, Q.S. Al-Hujurat, 49:10-13. *Tansiqul Qolbi* should apply to Muslims all over the world. Q.S. As Shaf, 61: 4. *Tansiqul Qolbi* must have perfect management/; use the "Shoffan rule".

For example, in the Assembly which is *Tansiq* or the alliance of movements (*amal*) among the Ummah of Islam (*mujahid*) based on *ukhuwah*, the similarity of *aqidah* and *manhaj* struggle, so that this assembly can be a role model for the ummah in terms of fighting to establish *Dienullah* on this earth, without being limited by tribes, nations or states, in accordance with the Quran surah Al - Hujurat (49:13)

"O mankind, indeed We have created you from male and female and made you peoples and tribes that you may know one another. Indeed, the most noble of you in the sight of Allah is the most righteous of you. Indeed, Allah is Knowing and Acquainted." Qs. Al-Hujurat, 49:13).

Thus it can be concluded that *Tansiq* is a building of the Islamic System that is regulated / connected based on the unity of rules, followed by all members, produced through the thought process (*tadabbur*).

Empowering *Leadership's* goal is to give employees confidence in their full work by giving them the time and freedom to decide for themselves how to perform the tasks and support necessary to handle additional responsibilities effectively, encouraging self-development through innovations capable of being created for the improvement of organizational performance whereas the achievement of goals and improvement of organizational performance is very high. In addition, in achieving the goal of optimism will be able to predict opportunities for self-development and work involvement. Although every effort / hard work and confidence in work does not always produce good results, it also takes togetherness and harmonization of the relationship between leader and members in order to be able to build synergy and positive emotional relationships. *Tansiq* in relationships in the existing set of organizational structures, in essence, must continue to be used to coordinate and harmonize the relationship between the leader and members.

Organizational performance is measured by evaluating numerical data, which includes objective and timely information about how well an organization is performing (George, Walker, and Monster 2019). After all, performance measurements are not always based on objective data. Perceived organizational performance varies according to whose point of view is taken in an organization such as a society or *share holder*; The observed time period and criteria used also affect perceived performance (Snow and Hrebiniak 1980).

The authors argue that improved organizational performance can not only be achieved with higher performance and involvement of work, but an attitude of optimism and the togetherness and hamonization of relationships built by leader with members. The results obtained can show positive and can also have no influence. Then it needs to be studied more deeply to improve organizational performance.

Methodology

The research model for this studi as follows:

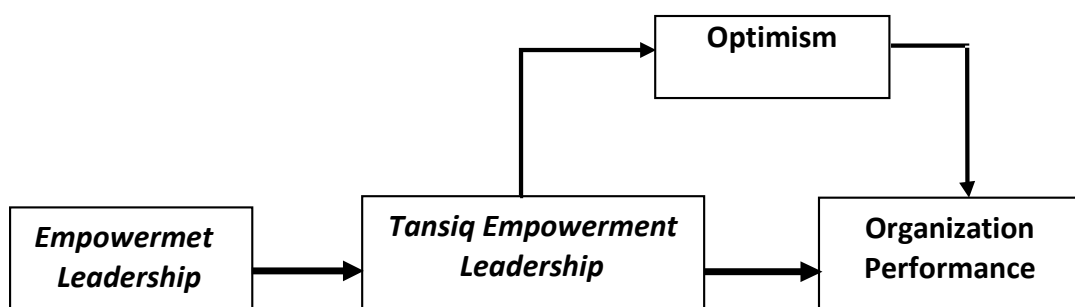


Figure 1: Research Model

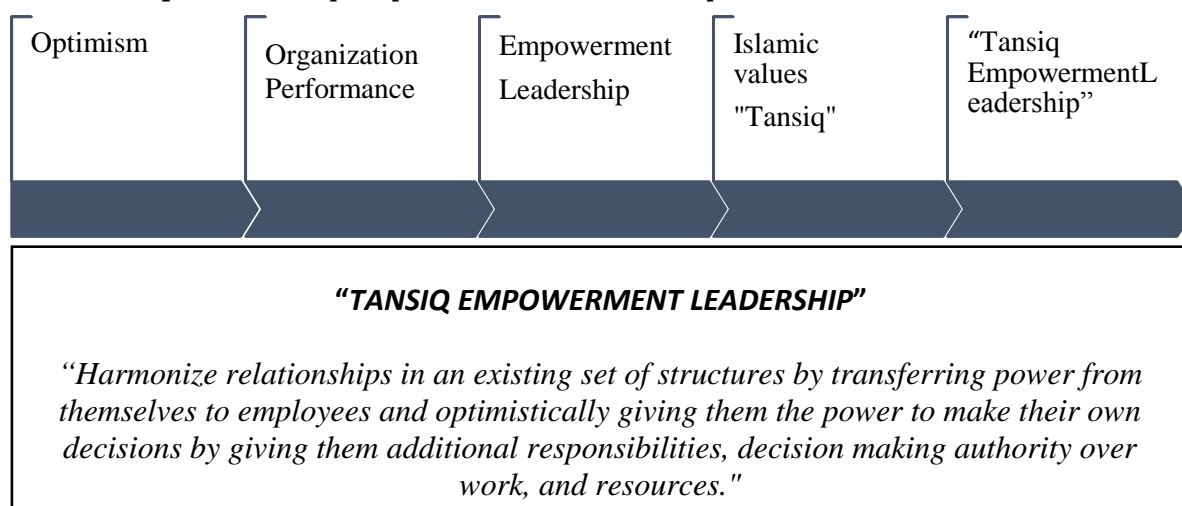
This type of research is "Explanatory Research", this study emphasizes the relationship between research variables (causality) by testing the hypothesis of description containing descriptions but the focus lies on the relationship between variables (Widodo 2014). Empirical studies on this study included variables of Police Organization Performance, *Empowerment Leadership* and Optimism. Data analysis is the process of simplifying data into a form that is easier to read. Data analysis is performed using the Structural Equation Model (SEM) of the Amos 20.0 Software package in model and hypothesis testing.

The research was conducted on First Officers up to Middle Officers of Jepara Police Department with a total of 131 personnel as follows:

No.	Section/Function/Section/Polsek	Sum
1.	HR section	7
2.	Planning section	4
3.	Operations Section	5
4.	Traffic Unit	7
5.	Criminal Reserse Unit	6
6.	Drug Unit	4
7.	Sabhara Unit	8
8.	Intelkam Unit	5
9.	Binmas Unit	5
10.	Water and Air Police Unit	6
11.	General Section	3
12.	Surveillance Section	3
13.	Propam Section	2
14.	Sex TI	2
15.	Financial Section	3
16.	SPKT	4
17.	Polsek Jepara Kota	4
18.	Polsek Tahunan	3
19.	Polsek Kedung	3
20.	Polsek Karimunjawa	2
21.	Polsek Batealit	3

No.	Section/Function/Section/Polsek	Sum
22.	Polsek Pakis Aji	3
23.	Polsek Mlonggo	4
24.	Polsek Bangsri	4
25.	Polsek Kembang	4
26.	Polsek Keling	4
27.	Polsek Donorojo	3
28.	Polsek Pecangaan	4
29.	Polsek Kalinyamatan	4
30.	Polsek Welahan	4
31.	Polsek Mayong	4
32.	Polsek Nalumsari	4
TOTAL		131

New Concept of *Tansiq Empowerment Leadership*



Conclusion

Empowering leadership, in other words empowering employees to manage themselves, is important: covering resources, social resources, and challenging demands. Optimism and empowering leadership are essential in the face of the dynamics and development of challenging situations. Employees/members who are high optimism (vs. low) are more open to empowering leaders' drive and therefore seem to increase structural resources and challenging jobs. With the inclusion of Islamic values in the Police Organization will further improve the synergy and harmonization relationship between the Leadership and members, so that there will be a high emotional relationship and it will be able to improve the Performance of the Police Organization.

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