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The Influence of Education, Knowledge and Motivation (Literature Review)

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Abstract: The Literature Review article on the Influence of Education, Knowledge and Motivation on Islamic Leadership is a scientific article that aims to build research hypotheses on the influence of variables to be used in further research, within the scope of Islamic Education Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Education has an effect on Islamic Leadership; 2) Knowledge influences Islamic Leadership; and 3) Motivation influences Islamic Leadership. Apart from these 3 exogenous variables that influence the endogenous variables of Islamic leadership, there are many other factors, including the variables of intelligence, communication and trust.

Keywords: Islamic Leadership, Education, Knowledge and Motivation

INTRODUCTION

In an organization the leadership factor is a very important factor, because leadership is a function of management. In general, leadership has the meaning of the ability that exists in a person to influence others at work. Leadership also means the skill and ability of a person to influence other people in an organization with the aim of being able to work well together. Yukl (2013) defines leadership "Leadership is the process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives".

According to Bass in Ali et al (2016) Leadership is a very important factor in determining the success of an organization, because even though there are many other factors that also determine the success of organizational activities, the presence of a leader with

managerial abilities is able to direct and move the organization to direction of achieving the desired goal. Thus, a leader is a part that cannot be separated from other individuals or groups within the scope of an organizational body, meaning that leaders and subordinates must contribute to each other, exchange opinions and experiences, and jointly try to realize common goals by carrying out goodness in the form of an agreed work program. A leadership is implemented in the form of mobilizing and maximizing the potential of individual, institutional, political, psychological, and other resources that can generate, motivate, and synergize the forces that exist in organizational dynamics (Bastari et al., 2020).

Meanwhile, the formulation of Islamic education management is a process of managing and structuring Islamic education institutions by involving several components, both human resources and other supporting resources in order to achieve the goals of Islamic education as outlined in the vision and mission of the institution. Management of education and management of Islamic education is a branch of science that is relatively new when compared to management science in general, because the theories and concepts of educational management initially adopted many management principles which were initially implemented in the industrial and business world (Ariyanto & Sulistyorini, 2020). Whereas in Islam's own view, implicitly the concept of the importance of management in life and life has been widely discussed as explained in Qs. Al-Hasyr verse 18 which means "O you who believe, fear Allah and let everyone pay attention to what he has done for tomorrow (hereafter); And fear Allah, verily Allah is Aware of what you do."

As in Qs. As-Sajdah verse 5 which means "He arranges the affairs of the heavens and the earth, then (affairs) it rises to Him in one day whose level is a thousand years according to your calculations", where from this verse becomes an inspiration for anyone to always plan life as the main basis for human motivation in living his life, as a self-awareness to work and be creative in the sense of trying with all his might and creativity to achieve the ideals, goals and goals of life he wants.

In the context of education, Islamic education management is an activity to organize, implement, mobilize, and even synergize all Islamic education resources in order to achieve educational goals that have been set based on the rules and provisions of the Qur'an and hadith. Furthermore, with regard to the leadership function in the Islamic education management system, in the context of amar ma'ruf nahi munkar social life in the educational aspect, a leader also has the essence of calling for amar ma'ruf nahi munkar, where the order is stated in Qs. Ali Imran verse 104 which means "And let there be a group of people among you who call for good, order those who are good and prevent those who are evil; they are the lucky ones."

To call on these orders, good leadership characteristics are needed. Leadership characteristics are characteristics or special characteristics possessed by a leader in carrying out his leadership duties. Therefore, a leader must be sensitive to his environment, not anti-criticism, be a role model, be loyal to his promises and words, and have high loyalty to the organization. In one of the characteristics of good leadership, one of them is mentioned about being sensitive to their environment and not anti-criticism. Both of these attitudes lead to an open attitude of the leader, where as a leader he must stay away from the authoritarian leadership model, where policy makers and decision making are only in the hands of the leader, and subordinates are not involved. This type of authoritarian leadership collects a number of behaviors that tend to be centered on the leader as the top decision maker, so that in carrying out policies or work they do not require prior input and public consultation but instead directly order and carry out what they want (Hasibuan, 2016).

Harvard Business School Professor, Amy Edmondson in Hasibuan (2016), concluded that teamwork is the mantra of success for today's companies, but too few executives understand how to manage and support it. Problems in an organization that continues to move

dynamically often arise due to the incompetence of a leader in carrying out his role. Most leaders fail to carry out their roles because individually they are unable to provide or facilitate the needs of their members. This inability is characterized by one of them being not open in accepting criticism and suggestions, both internal and external in the organization they lead (Elmi et al., 2016).

To avoid leadership failure in the Islamic education management system, it is necessary to know what are the factors that influence the leader's open attitude towards criticism and suggestions from subordinates. A good leader must be willing to accept input from others, and must also be able to make decisions wisely, without having to hurt or offend other people. According to Mukhtar, leaders must also be able to understand and deal with various problems that arise and be able to handle them properly and quickly and must be open to receiving suggestions, criticism, and accepting constructive renewal ideas (Anwar et al., 2020). In addition, Mukhtar (2016) states that good leaders are constructive in the current situation. The ability to hear other people and respect the opinions of others and give trust to its members will have a positive impact on the development of the educational institution that he leads as well as provide an opportunity for all parties to solve the problems they face.

Based on the background, the problems that will be discussed can be formulated in order to build hypotheses for further research, namely:
1. Does Education affect Islamic Leadership?
2. Does Knowledge affect Islamic Leadership?
3. Does motivation affect Islamic leadership?

LITERATURE REVIEW
Islamic Leadership
Leadership means the relationship between a person and a group of people because they have the same interests. In general, leadership has the meaning of the ability that exists in a person to influence others at work. Leadership also means the skill and ability of a person to influence other people in an organization with the aim of being able to work well together. Goh explained that leadership is an activity of influencing others to work together to achieve the desired goals (Joseph & Thomas (2016).

Leadership or leadership is included in the group of applied sciences or applied sciences from the social sciences, because the principles and formulations are useful in improving human welfare. As a first step to learn and understand everything related to aspects of leadership and its problems, it is necessary to first understand the meaning or meaning of leadership through various perspectives. Robbins and Judge stated that a leader is someone who is responsible for a group to achieve its goals and vision. This is a formal influence in leading an organization. But not all leaders are managers and vice versa. An organization is accompanied by a manager (leader) with formal influences with a legal appointment (Robbins & Timothy A, 2016).

According to (Richard L. Daft, 2010) Leadership means using influence to motivate employees to achieve organizational goals. Leadership means creating shared values and culture, communicating goals to employees throughout the organization, and instilling the passion to show the highest performance to employees.

Leadership according to Yaverbaum & Sherman in Havidz & Yandi (2020) states that leadership is of gaining cooperation from people in order to accomplish something. The point is that if someone can make subordinates work to achieve goals, then the person concerned is referred to as a leader. Meanwhile, Yukl (2013) defines leadership Leadership is the process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives.

In Islam leadership is synonymous with the term caliph which means representative. The use of the word caliph after the Prophet Muhammad died also touched on the meaning contained

in the words of the amir or ruler. Therefore, these two terms in Indonesian are called formal leaders (Rivai Veitzhal, 2013). According to (Raharjani & Mas'ud, 2017) Islamic leadership style can be summed up as someone's style in leading who has a trustworthy, sincere, and intelligent attitude and is kind to employees by showing wisdom.

In Islam, the concept of leadership is believed to have a unique value than simply following subordinates and achieving organizational goals. There are transcendental values that are championed in prophetic leadership in any organization. These values become the basis for carrying out leadership activities. Where leadership is leadership that is based on the personality of the Prophet Muhammad in carrying out his leadership. Because leadership in the Koran has been alluded to and has been exemplified by the Prophet Muhammad.

Rasulullah SAW is a leader who is very loved by his people, his leadership is not only in the field of religion as an Apostle but as a carrier of our message to all humans, including as a leader of the people and as a pioneer of the ideal form of head of state (Asyi., 2016). The Prophet's leadership capacity is not only in the worldly field, but spiritual leadership goes without the domination of the two. The perfect role model, excellence and perfection.

As an exemplary leader who is the ideal model for a leader, the Prophet was blessed with four main qualities, namely: Sidiq, Amanah, Tabligh and Fathonah. Sidiq means honest in words and deeds, amanah means trustworthy in maintaining responsibility, tabligh means conveying all kinds of goodness to the people and fathonah means smart in managing society (Firdaus., 2016).

According to (Shihab., 2020) in the concept of Islamic Syari'at, the criteria that must be possessed by a leader have been formulated in a scope as follows:

a. Leaders must be people who are trustworthy, trust is related to many things, one of which is fair. The justice demanded is not only for groups, groups or Muslims, but includes all humans and even all creatures

b. A leader must be knowledgeable, sane, have intelligence, wisdom, physical and mental abilities to be able to control the wheels of leadership and assume responsibility.

c. Leaders must be people of faith, pious and do good deeds, may not be tyrannical, fasiq, vicious, heedless of Allah's commands and transgressing his boundaries. A tyrannical leader, his leadership is null and void.

d. Responsible for implementing the leadership order in accordance with what has been mandated to him and according to his expertise. On the other hand, the state and the people will be destroyed if they are led by someone who is not an expert.

e. Always use the law that God has established

f. Not asking for a position, or wanting a certain position

Meanwhile, according to (Raharjani & Mas'ud, 2017) Islamic leadership style is measured by several indicators as follows: 1) Loving the truth; 2) Maintain trust; 3) Sincere in serving; 4) Good in social; and 5) Wisdom. In addition, according to (Schermerhorn., 2013) suggests that there are several indicators in measuring leadership, namely:

a. Have a clear strategy.
   This means that a leader must be clear and realistic in carrying out his duties as someone who is able to control his subordinates to carry out all the tasks given. In addition, leaders must also be able to communicate work problems well to their subordinates by conveying messages, ideas, or thoughts to other people so that they understand well what is being ordered.

b. Concern for members of the organization
   A good leader is able to pay attention to his subordinates and motivate others to develop and use their capacities to the fullest. In addition, a good leader also has a high sense of care and concern for his subordinates.

c. Motivating organizational members

A good leader will be able to stimulate his members to develop their potential. This is very important to do to help someone do their job responsibly, that way, the goals and targets that have been previously set will be achieved.

d. Maintain team cohesiveness.

Keeping a work team together is a very important thing that must be considered by a leader. By always being solid and harmonious among members of the organization, and being able to properly resolve all conflicts that occur within the organization, organizational goals can easily be achieved.

e. Respect differences and beliefs.

Respecting the differences and beliefs of organizational members is a very important thing for a leader to do. This is done so that social jealousy does not occur between members of the organization, by always appreciating every member of the organization's work.

According to (Thoha, 2012), the dimensions of leadership can be seen from the function of leadership in relation to increasing organizational activity and efficiency, namely:

a. Innovator

This means that a leader has the ability to innovate, as well as the leader has conceptual abilities, all of which are carried out in an effort to maintain and or improve company performance.

b. communicator

This means that a leader has the ability to convey the intent and purpose of communication, and the leader also has the ability to understand, understand and take the essence of the conversation

c. Motivator

This means that a leader has the ability to encourage employees to work according to their responsibilities, and leaders have the ability to contribute to the successful achievement of organizational goals.

d. Controller

This means that a leader has the ability to supervise and is able to use existing resources within the organization.

Meanwhile, according to (Siswanto & Hamid, 2017), there are a number of indicators that show the success of a leader, namely: a) Having high accountability for initiating organizational change so that it can make a significant difference; b) Open to accept innovative ideas to build positive interpersonal communication; c) Building on strengths without neglecting weaknesses; d) Dare to face challenges; e) Proactively welcoming opportunities; f) Learning from experience, stable fixing mistakes; g) Develop and motivate human resource capacity building; h) Optimizing mastery of competence as a professional leader; and i) Utilizing the halo effect to build networking.

Education

Education comes from the Greek word pedagogic which means the science of delivering children. In Law No. 20 of 2003 concerning the National Education System, education is defined as a conscious effort and is carried out in a planned manner to create an atmosphere and an active learning process in order to develop students' self-potential so that students have strength in the spiritual, social and intellectual fields. Education can also be defined as an intentional effort to influence children to achieve their goals through knowledge, good physical health and noble character (Hamdani dan Ihsan, 2008).

Meanwhile, in Islam education is based on Islamic religious values as stated in the Al-Qur'an and Hadith. Different from general education, Islamic education has a distinctive character in the sense that Islamic education is a comprehensive education that includes physical and spiritual aspects (Mohammad, 2010). While Hasan (2008) defines Islamic education as a

form of structured activity to prepare young people to fill important roles in the future by transferring Islamic knowledge and values that are oriented towards results in the Hereafter. Broadly speaking, it can be understood that Islamic education is a conscious and planned effort by incorporating the values of Islamic teachings in accordance with the Qur'an and Hadith in order to create human beings who are perfect human beings.

Arifudin (2008) formulates Islamic education as education based on Islamic teachings with the aim of forming a sincere Muslim person. Thus the formulation of Islamic education management is a process of managing and structuring Islamic education institutions by involving several components, both human resources and other supporting resources in order to achieve the goals of Islamic education as outlined in the vision and mission of the institution. In the context of education, Islamic education management is an activity to organize, implement, mobilize, and even synergize all Islamic education resources in order to achieve educational goals that have been set based on the rules and provisions of the Qur'an and hadith.

Knowledge

Knowledge is a human product. Knowledge is not only tasked with developing achievements in life but more than that knowledge is a value. Bloom (2010) also clearly states that knowledge is part of six levels of the cognitive domain: knowledge comprehension, application, analysis, synthesis and evaluation. Knowledge can also solve problems when there is a mediation, the mediator will be able to bridge the communication. Common knowledge can itself be a barrier to efficient negotiation. Even when the communication of first-order knowledge facilitates agreement, the acquisition of higher-order knowledge at times can cause negotiations to unravel. This is where mediation comes in. Mediators can break the link between communicating (Ayres & Barr, 2015). Through his knowledge humans become qualified and valuable. So it can be said that knowledgeable humans are certainly different.

The importance of knowledge is also stated by Hayek as quoted by Jansen & Meckling (2005) in his writing that knowledge is used in making a decision. In order to avoid or minimize inappropriate decision making, decision makers must "know" and what the risks of each decision are. With the knowledge they have, humans can do and develop something that is beneficial to human life itself. As said by Suria Sumantri that knowledge is everything that is known. The above view is in line with Keraf & Mikhael (2001) who say that knowledge is the whole thought, ideas, ideas, concepts, and understanding that humans have about the world and all its contents, including humans and their lives. Knowledge includes human reasoning, explanation, and understanding of things. Meanwhile, other experts associate the importance of knowledge with problem solving. It is believed that the work will be completed when the knowledge and skills are mobilized.

Based on the nature and way of application. Knowledge consists of two junis. Namely declarative/prepositional knowledge (declarative knowledge/knowledge using procedures). Delarative knowledge/professional knowledge is knowledge related to factual information. In general, this type of knowledge is normative and can be explained verbally. Of course, it contains concepts and facts that can be disseminated through writing. Procedural knowledge is knowledge that underlies dynamic physical skills or skills (Frappaplo, 2006). This type of knowledge is related to ways of doing a job, so it seems difficult to explain orally even though it is easy to demonstrate with actions (Anes, 2013).

Motivation

Everyone in carrying out a certain action must be driven by certain motives. Motivation usually arises because of a need that has not been fulfilled, or because of the desired expectations. Work motivation is a combination of complex psychological strengths within each person (Wibowo, 2017). Each individual has his own motivation which may be different. In the following, several definitions of motivation will be found according to experts.

(Luthans, 2006) suggests that motivation is a process that begins with a physiological or psychological deficiency that drives behavior or encouragement aimed at goals or incentives. Thus, the key to understanding the motivational process lies in understanding and the relationship between needs, drives and incentives.

Then (Edy Sutrisno, 2012) also explains motivation is something that generates enthusiasm or encouragement to work. Motivation is the provision of driving force that creates enthusiasm for someone's work, so that they want to work together, work effectively, and integrate with all their efforts to achieve satisfaction.

In addition Robbins & Judge defines motivation as a process that explains the strength, direction, and persistence of a person in an effort to achieve goals. Because motivation in general is related to efforts towards each goal, we will narrow the focus to organizational goals to work-related behavior (Widodo & Yandi, 2022).

In addition (Rivai dan Sagala, 2011) also provides a definition of motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are invisible things that give strength to encourage individuals to behave in achieving goals.

One of the known motivational theories is Maslow's theory of motivation. This motivational theory is called "A theory of human motivation". This theory follows the plural theory, namely a person behaves/works, because of the urge to fulfill various needs. Maslow argues that the needs that a person wants are tiered, meaning that if the first level needs have been met, then the second level needs will be the main one. Furthermore, if the second level needs have been met, then the third level needs and so on until the fifth level needs (Suwatno, 2011).

According to Maslow in (Triatna, 2015), a person's needs range from the lowest needs to the highest needs. Maslow put forward five hierarchies of needs for humans, namely basic needs, safety, social, esteem, and self-actualization. This hierarchy of needs can be seen in the following figure.
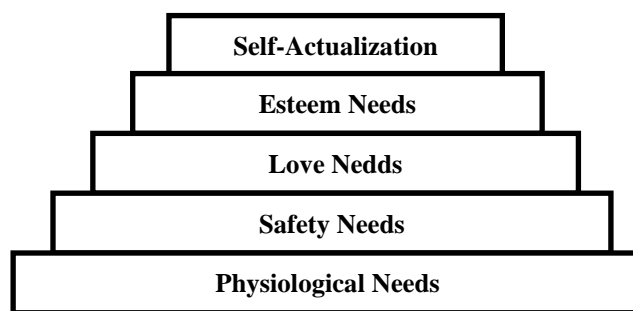
Figure 1. Hierarchy of needs according to Maslow (Preliminary study)
Source: Maslow in (Triatna, 2015)

Within each of these hierarchies consists of the following.
a. Physiological, namely the need to eat, drink, physical protection, breathing, sexual. This need is the lowest level need or also known as the most basic need.
b. Security, namely the need for protection from threats, danger, conflict and the environment, not only in the physical sense, but also mentally, psychologically and intellectually.
c. Social, includes affection, belonging, good acceptance and friendship.
d. Awards, including internal respect factors: self-esteem, autonomy and achievement; and
e. Self-actualization, namely the need to use abilities, skills, potential, the need to have an opinion, by expressing ideas, giving judgment and criticism of something.

Furthermore, Maslow in (Mangkunegara, 2017) suggests that adults normally satisfy approximately 85 percent of physiological needs, 75 percent of security needs, 50 percent of belonging and loving needs, 40 percent of self-esteem needs, and only 10 percent of self-actualization needs. . In another motivational study, David McClelland in (Mangkunegara, 2017) suggests that there are three kinds of human needs, namely the following.

a. Need for Achievement, namely the need for achievement which is a reflection of the drive for responsibility for problem solving. An employee who has a high need for achievement tends to take risks. The need for achievement is the need to do a better job than before, always wanting to achieve higher performance.

b. Need for Affiliation, namely the need for affiliation which is an encouragement to interact with other people, to be with other people, not wanting to do something that harms other people.

c. Need for Power, namely the need for power which is a reflection of the drive to achieve authority to have influence over others.

Table 1: Relevant Past Research

No	Name and Year	Results	Similarity	Difference
1	Salsabiil & Ali (2020)	The results of this study are communication, organizational commitment, strategy implementation, and work motivation that influence leadership and teamwork.	Both study motivation towards leadership	In this study, researchers used the variables of communication, organizational commitment and strategy implementation as exogenous variables. While the author himself uses education and knowledge as exogenous variables.
2	(Usman, 2017)	The results of this study concluded that success criteria, leader traits, leader power, situation variables (follower commitment), and intervening variables (organizational culture) influence the behavior of the principal as a leader.	Both study leadership	In this study, researchers examined the leadership behavior of school principals. While the author himself examines Islamic leadership.
3	(Irawan et al., 2021)	The results of this study concluded that the factors of leadership style, motivation and behavior of a leader show good and positive results on employee performance. So that the Kasturi Orange UMKM can develop quickly, because it is managed by leaders who are good at making the organizational culture positive	Both study leadership	In this study the researchers examined the leadership of SMEs. While the author himself examines Islamic leadership.
4	(Urrahma & Eriyanti, 2020)	There are several factors that influence the leadership role of the KUB chairman in empowering fishermen in IV Jurai District, Pesisir Selatan Regency, including the openness and accountability of the group leader, the leader's ability to encourage enthusiasm, the leader's concern for the welfare of members, the social position of the	Both study leadership	In this study, researchers examined the leadership role of Joint Business Groups. While the author himself examines Islamic leadership.

		leader in society, the experience and abilities possessed by the leader, the commitment of the chairman and members in the KUB, as well as the resources they have.		
5	(Raharjani & Mas'ud, 2017)	The results of this study concluded that the factors influencing Islamic leadership in this study were based on ghairu mahdah, namely pioneering, aligning, empowering, and role models. Where these four factors are related to the values of Islamic leadership, namely fatahan, amanah, siddiq, and tabligh.	Both studied Islamic leadership	In this study, researchers studied Islamic leadership at the Roemani Muhammadiyah Hospital in Semarang. While the author himself examines Islamic leadership in general.
6	(Febrianto, 2021)	The results of this literature review article conclude that: 1) Leadership influences Teamwork; 2) Effective Communication affects Leadership and teamwork; 3) The leadership approach influences teamwork; dam 4) Team Effectiveness.	Both study leadership	In this study, researchers examine the factors that influence leadership and teamwork. While the author himself examines Islamic leadership in general.
7	(Febrianto, 2021)	There are many factors that influence leadership in education including social factors, educational politics, culture, economy and geography.	Both study leadership	In this study, researchers examine the factors that influence leadership in Islamic education. While the author himself examines Islamic leadership in general.
8	(Mahdiya et al., 2021)	Educational leadership as one of the abilities and processes of influencing, guiding, coordinating and mobilizing other people related to the development of educational science and the implementation of education and teaching, so that the activities carried out can be carried out. Besides that, it can be more efficient and effective in achieving educational and teaching goals. Where in this study the factors that influence leadership are the ability and quality of leaders and leadership style.	Both study leadership	In this study, researchers not only examine the factors that influence leadership, but also the function of leadership itself. While the author himself only examines the factors that influence leadership.

RESEARCH METHODS

The method of writing this Literature Review article is the Qualitative Descriptive method and Library Research, sourced from the Google Scholar online application, Mendeley and other online academic applications.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that it is exploratory in nature (Hapzi Ali. Nandan Limakrisna, 2013).

FINDINGS AND DISCUSSION

Based on the problem formulation, relevant theoretical studies and previous research, the discussion of this literature review article is:

1. The Influence of Education on Islamic Leadership.

Leadership skills related to education include professional knowledge and understanding of teaching and learning processes that inspire commitment and achievement of organizational goals. In this case, leadership related to the world of education emphasizes the learning process of students, as well as quality learning outcomes for students and how to optimally achieve their learning potential.

There are two characteristics associated with this educational leadership. First, the leadership tries to generate enthusiasm for learning and believes that every child is important and has potential. This understanding underlies the belief of school principals that educational services in their schools can provide different results for the learning achievements of their students. And second, school principals are very aware of the important aspects needed by students: how to create learning experiences and how learning is developed, evaluated, reported and valued.

Leadership acceleration requires the role of education in creating future leaders. The world is currently experiencing three destructions. The first is caused by technology and business, where technology and business have changed radically in all fields including education. The second was caused by the pandemic, which caused everything to run virtually and had to adjust quickly. The third is caused by millennial domination, the distinctive character brought by millennials starting from this way of thinking is very influential on other jobs. Based on this, education has an important role in dealing with these changes.

Based on these arguments, it can be concluded that education has an influence on Islamic leadership, where this was also conveyed by (Febrianto, 2021) and (Mahdiya et al., 2021) in their studies which stated that education has an important role for a leader in dealing with its various problems.

2. The Effect of Knowledge on Islamic Leadership

Knowledge is a person's interest in learning more about things and topics from various sources (Huber & Huber, 2012). Knowledge is an absolute aspect that must be possessed by a leader, including in Islamic leadership and the world of education. This is due to the complexity of the problems faced by a leader, so that knowledge is one of the indicators that must be possessed in dealing with various existing problems.

Good emotional and structurally sustainable interaction will be able to support the role of leadership knowledge in its duties and functions. However, when the psychological condition of leadership is not good, there is usually a delegation of tasks to people (subordinates) who are entrusted with completing several things that are considered quite urgent, if this goes well, it will directly help the role of leadership knowledge by using the delegation of tasks.

One of the factors that influence a person's role is knowledge of leadership. To be a good leader, a leader must have knowledge about leadership. Knowledge of leadership, especially in the world of education, is everything that is known by leaders, starting from planning, directing, guiding, influencing and driving the effectiveness of teachers and students. This activity is carried out so that the subordinates they lead want to work together in organizational activities, so that they can support the creation of a harmonious organizational climate, and the expected performance is created (Syarifudin, 2002).

Based on this opinion, it can be concluded that knowledge has an influence on leadership. Where this was also conveyed by (Syarifudin, 2002) and (Raharjani & Mas'ud, 2017) in their research which argued that knowledge has an important role that must be owned by a leader, including Islamic leadership.

3. The Effect of Motivation on Islamic Leadership.

Motivation is a reaction that begins with a need that creates a desire or effort to achieve a goal. According to (Purwanto, 2014), motivation is anything that can encourage someone to do something. According to Heller in (Nguyen et al., 2020), motivation is the desire to act. Meanwhile, according to (Robbins & Timothy A, 2016), motivation is a process that causes intensity, direction, and continuous effort to achieve the desired goals.

The ability to motivate is the driving force that causes a member of the organization to be willing and willing to mobilize their abilities (in the form of expertise or skills) energy and time to carry out various activities for which they are responsible and fulfill their obligations, in the context of achieving predetermined organizational goals and objectives. .

The ability of a leader to motivate is an important priority for someone who wants to be a great leader. A good leader can motivate and empower others to develop and use their capacities to the fullest. This can help someone do their job responsibly. In this way, the goals and targets previously set will be achieved. Nevertheless, the ability to motivate a leader does not stop there. Good leadership is he who is able to foster cooperation and good relations with subordinates in carrying out the tasks that are their respective responsibilities.

Based on this statement, it can be concluded that motivation can affect leadership. This was also conveyed by (Irawan et al., 2021) and (Urrahma & Eriyanti, 2020) in their studies which stated that the motivational ability of a leader has a significant influence on a person's leadership.

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for thinking of this article is processed as below.
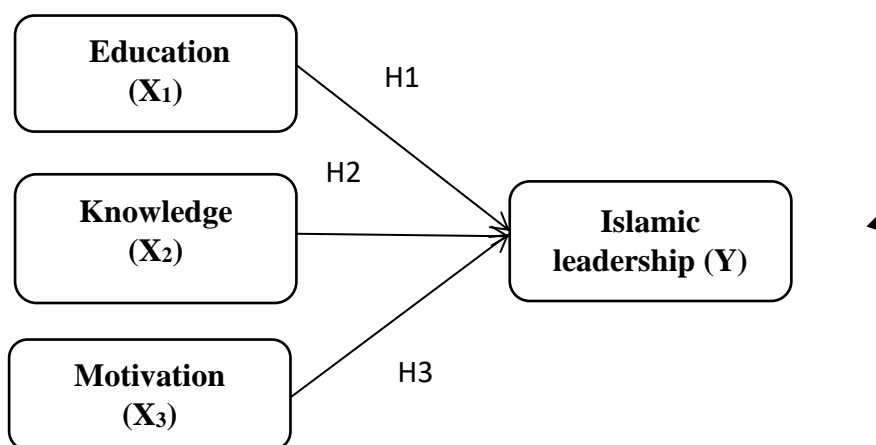

Figure 1: Conceptual Framework

Based on the conceptual framework picture above, then: Education, Knowledge, and Motivation affect Islamic Leadership. Apart from these three exogenous variables, there are many other variables that influence Islamic leadership, including:
1) Organizational culture: (Harini et al., 2020), (Elmi et al., 2016), Yandi (2022), and (Limakrisna et al., 2016),

2) Discipline: (Elmi et al., 2016)**,** (Ali, 1926)**,** (Agussalim et al., 2016) and (Anwar et al., 2020)**,**

3) Employee engagement: (Riyanto, Pratomo, et al., 2017), (Yandi & Bimaruci Hazrati Havidz, 2022), and (Riyanto, B, et al., 2017)**,**

4) Government: (Ansori & Ali, 2017), (No et al., 2017), (Agussalim et al., 2020), (Widodo et al., 2020), (Limakrisna et al., 2016) and (Anwar et al., 2020).

5) Communication: (Gupron, 2019); (Masydzulhak et al., 2016a); Havidz & Yandi (2020), and (Neves & Eisenberger, 2012)

6) Commitment: (Limakrisna et al., 2016), (Harini et al., 2020), (Prayetno & Ali, 2017), (Riyanto, Yanti, et al., 2017), Havidz & Yandi (2020), and (Masydzulhak et al., 2016b),

7) Creativity: (Desfiandi et al., 2017), (Yacob et al., 2020), (Richardo et al., 2020), (Christina Catur Widayati et al., 2020), (Prayetno & Ali, 2020) and (C.C. Widayati et al., 2020).

CONCLUSION AND RECOMMENDATION

Based on the theory, relevant articles and discussion, hypotheses can be formulated for further research:

1. Education influences Islamic leadership.
2. Knowledge influences Islamic leadership.
3. Motivation influences Islamic leadership.

Based on the conclusions above, the suggestion for the next author is that there are many other factors that influence Islamic Leadership, apart from Education, Knowledge and Motivation, therefore further studies are still needed to look for these other factors. Other factors influence Islamic leadership Apart from the three variables examined in this article, such as intelligence, communication, trust, organizational culture, and creativity.

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