

Career Leadership Style in Preventing Disputes Between Students in Mawaridussalam Islamic Boarding School, Deli Serdang District

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Abstract

This study aims to determine the caregiver's leadership style in preventing disputes between female students at the Mawaridussalam Islamic Boarding School, Deli Serdang Regency. This research used a descriptive qualitative method which was carried out through field research. Data collection techniques in this study used semi-structured interviews and observation. The research data is based on primary data sources and secondary data sources. The technique of data analysis in this study is by doing data reduction, presenting data, then making conclusions. The results of this study indicate that the leadership style carried by caregivers at the Al Mawaridussalam Islamic Boarding School greatly determines the condition of female students, therefore caregivers play a very significant role in preventing disputes between female students. The leadership style of caregivers at the Al Mawaridussalam Islamic Boarding School links the concept of management in preventing disputes between female students at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency, namely the caregiver regulates the course of moderation between female students by thinking about planning, namely the caregiver creates a series of concepts that aim to prevent female students from discord. In this case the caregiver leads the female students to engage in collaboration on certain activities in order to create friendship.

Keywords: *Caregiver Leadership Style, Preventing Disputes, Mawaridussalam Islamic Boarding School.*

1. Introduction

In achieving a goal, the role of the leader is very significant as a role model who sets an example to its members. A wise leader will give birth to optimization that can boost the morale of members so that their performance increases in achieving a desired goal. The involvement of leaders greatly influences the work environment, leaders are identified with a leadership style. The journey in achieving a goal requires synergy between owned resources, besides that a leader is also needed which is the highest hierarchy in order to control every step in achieving the desired goal. Leadership style is always attached to the basic principles of management, because the resource management activities carried out by a leader must be neatly arranged in order to achieve a desired goal. Leadership style must refer to things that are positive and objective, this is apart from creating a good image, it is also a stimulus effort. In a job by human resources cannot be based only on responsibility, but also

must have comfort. Rivai said that leadership style is a characteristic used by a leader to influence human resources with the aim of achieving a planned goal (Rivai, 2014:42).

It can be concluded that leadership style is a pattern of behavior and strategy that describes how a leader controls every resource to achieve a goal. Leadership style greatly determines individual performance, because leadership is an ability to influence, motivate, and make human resources enthusiastically involved for the company's main goals (Yukl, 2010:4). Dudin defines that leadership is the activity of the highest hierarchy in making decisions and being in control of a company (Wahjosumidjo, 1994:21). Meanwhile, according to Sutikno, leadership style influences everyone he leads so that they want to carry out as directed given to realize the vision of a company (Sutikno, 2014:16).

Based on the definitions of several experts who explain the essence of leadership style, it can be concluded that empowerment is determined by how a leader makes decisions and how he manages them. Bad leadership style has an impact on the performance of human resources so that it can be an inhibiting factor in achieving a goal. In the educational aspect, leadership style can also affect the atmosphere as leadership style in managing a company in order to achieve the desired goals. Leadership in Islamic boarding schools can influence many aspects, one of which is increasing emotional intelligence. Parenting is someone who has good morals, broad ability and mastery of religious knowledge, and is able to overcome the negative impacts of change and development of the times. caregivers in Islamic boarding schools are very decisive for the progress of Islamic boarding schools. And that depends on the leadership character of a person as a position holder in Islamic boarding schools. Does he use an open (exclusive) or closed (inclusive) leadership system? This is formed by, whether someone in the Islamic boarding school has characteristics with exclusive or inclusive tendency leadership usually cannot be separated from the authority (charisma) and character possessed by the leader. Because as a caretaker of the Mawaridussalam Islamic boarding school in Deli Serdang Regency, the role of a leader is also needed as someone who supervises, controls a number of activities to realize a goal. The leadership style which includes management efforts must also be prepared in all situations that may occur, therefore a leader must carry out his leadership through a conception as a preparatory step if unwanted things happen.

Conflict is a natural thing in everyone's life that is bound to happen, conflict can be based on misunderstandings and disputes, many factors cause conflict to arise, but even so that does not mean that the potential for conflict to occur is not considered. Soerjono Soekanto said that conflict is a dispute that arises from individuals or groups and has the potential to create threats or violence (Ahmadi, 2009:281). Conflicts are also based on differences in interests or a belief that the aspirations of the parties involved in the conflict are not achieved simultaneously (Susan, 2009:9).

Conflict which is a component of life will always be a dynamic discussion and will never die. Conflict arises due to many factors, such as human, structure and communication. Conflict can have both positive and negative impacts. This depends on the conflict management carried out. Knowing the facts of conflict that will always accompany you, the most important thing to do is to prepare ways to deal with conflicts so that the existence of conflict can become a powerful energy and can be used as a tool for making changes, not the other way around it actually reduces performance or causes other destructive impacts. In this regard, the caregiver as the leader of the pesantren is responsible for being able to determine the appropriate preventive and curative steps to take. In this paper the author tries to explain the conflict management strategies that can be carried out by the caregiver's leadership style in order to achieve a complete resolution.

In Islamic boarding schools usually often refuse the existence of conflict. This is because the management applied by pesantren still uses the traditional model. The traditional view of conflict is that conflict is unnecessary and is something that is detrimental. Reflecting from a modern point of view on conflict, the task of the leaders of Islamic boarding schools is not to suppress or solve all

conflicts, but they need to manage them in such a way that adverse aspects can be minimized and aspects that are profitable are maximized.

Conflict is based on differences in thoughts, perspectives and interests in every social action taken. At the Mawaridussalam Islamic Boarding School there are often conflicts within the female students environment, the causative factors are misunderstandings and disputes that occur over each perception received and the perspective given, therefore to reduce the occurrence of conflicts in the female students environment, the role of caregivers is needed as a moderator and leader who influence students not to do things that are not desirable. In practice carried out by caretakers at the Mawaridussalam Islamic Boarding School, it includes leadership styles. Based on the description of the background above, this study aims to determine the leadership style of caregivers in preventing disputes between female students at the Mawaridussalam Islamic Boarding School, Deli Serdang Regency.

2. Literature Review

Leadership Style

According to John M. Echols and Hasan Sadily (2002: 351) in the English dictionary leadership is taken from the word lead which means to lead, while leader is a leader and leadership is leadership. Leadership is a human behavior that is able to direct the activities of a group to achieve common goals/targets. The leader is a play/position in a certain system, therefore people in formal/official positions do not necessarily have leadership skills and are not necessarily capable of leading. The term leadership basically relates to abilities, skills, skills or arts that are able to influence and move people to work together in a coordinated manner, where everyone does and completes their duties in accordance with the program that has been planned together in an evenly distributed organizational or institutional performance.

M. Ngalim Purwanto (2003:26), that leadership is an art, ability or technique to make a group of subordinates in a formal organization or followers or sympathizers in a formal organization follow or obey everything they want, makes them so enthusiastic or excited to follow it, or even willing to sacrifice for it. Indirectly it can be interpreted as a person's ability to motivate or encourage other people to carry out an activity. The indicators of leadership that have been mentioned are as follows:

1. With leadership, it is hoped that there will be influence, namely in the form of exemplary, authority, and skills from the leadership.
2. decision maker
3. A leader must be able to motivate his subordinates by giving awards so that female students feel motivated to carry out their duties sincerely, enthusiastically and happily.

In line with the implementation of formal education, indeed several pesantren have experienced developments in the institutional, management, organizational and administrative aspects. The leadership models in Islamic boarding schools are as follows:

a. Charismatic

Charismatic leadership style is a leadership style in which the leader injects high enthusiasm into the team, and is very enthusiastic about pushing forward. Charismatic emerges from a person's personality that exceeds that of the female students so that the female students absolutely believe in the advantages of the leader's personality.

In the view of Conger (1989), charismatic leadership emphasizes the self-authority of a leader, which is shown by a high sense of responsibility to his subordinates and his students. The sensitivity and closeness of a charismatic leader to his students is due to the charisma or personal power of the

leader to foster trust and a proactive attitude. Weber (1987) states that this type of leadership shows the following characteristics:

- Personality traits underlie charismatic leadership behavior.
- emipin always invites the people he leads to do something that is pleasing to Allah SWT.
- the leader and his leadership are seen as special because of his admirable and authoritative personality traits.

b. Paternalistic

This type of leadership is leadership that has a fatherly spirit, such as (a) Considering his subordinates as children who are immature, or need to be raised, (b) Being very protective, (c) Rarely giving opportunities to subordinates to make their own policies, (d) Barely never distribute opportunities to subordinates to express opinions, develop imagination or creativity, (e) Always act all-knowing.

c. Autocratic

Autocratic leadership is a style of leader who makes the organization under his leadership feel like his own and considers people in the organization to be just subordinates.

d. Laissez Faire

Leaders of this type do not lead directly. The leader frees the group and all members to decide all their own affairs and carry them out according to the wishes of each member.

e. Populist

This type of leadership focuses on reviving the spirit of nationalism, which can build people's solidarity. This leadership adheres to the values of traditional society and prioritizes the life of nationalist believers who are often associated with traditional modernity (Kartono, 2994:71).

f. Administrative or Executive

This leadership pattern is leadership that is able to carry out tasks related to administration efficiently.

g. Democratic

This type of leadership focuses on individual views and provides effective direction to subordinates. Leaders also always take into account the expectations of society and the interests of the people. Leaders also always try to make their subordinates always participate in making decisions. Such a concept is in line with Islamic teachings which always prioritize behavior that distinguishes between right and wrong (Udaya, 1998: 121).

Parenting

According to Hadholnah (in Muhammad Khoirudin 2011: 8) nanny is the duty and education of babies or small children from the time the child is born until they are able to look after and manage themselves. A nanny plays an important role in the formation of moral character. Caregivers in Islamic boarding schools are substitutes for parents. In this boarding school is their little family. Chaplain. A kyai (father) is a leader and also as a father or elder of group members, as a place of identification, a place for pouring out the hearts of the members he leads (Bimo Walgito, 2003: 108).

According to Moh. Shochib (2010: 13) educators in the family are fathers and mothers and at school they are called teachers. According to Mujamil Qomar (2005:55) caretakers in the hut are Kiai and Nyai.

- Kiai as a central figure has an important role in the environment and dynamics of the pesantren and the dynamics of society. Apart from being the leader of the pesantren, the Kyai has the main task of being a teacher and spiritual guide and has other advantages such as being able to cure diseases, predict, master martial arts and have supernatural powers.

Parenting Pattern

The care that is applied by Islamic boarding school caretakers to their students differs from one Islamic boarding school to another. According to Chabib Thoha (1996: 111) suggests three types of parenting patterns as follows:

Marcolm Hardy and Steve Heyes in Wahyu Zuroidah (2013: 27-28) suggest that parenting patterns are characterized by 4 types, namely:

- Authoritarian, namely marked by the existence of rigid rules from parents and children's freedom is very limited.

- Democratic, which is marked by an open attitude between parents and children.

- Permissiveness, which is marked by the existence of unlimited freedom in children who behave according to their own desires.

- Laissez faire, which is marked by the indifferent attitude of parents towards children.

dispute

According to Tani Handoko, in essence, conflict is all kinds of conflicting or antagonistic interactions between two or more parties. In line with Tani Handoko, Kartono argues that conflict is a clash, collision, discrepancy, conflict, fight, opposition, and antagonistic interactions. More broadly, Dubin argues that conflict is closely related to a motive, goal, desire, or expectation of two individuals or groups that cannot run simultaneously (incompatible). The existence of these disagreements can be in the form of disagreement with the goals set or it could be the methods used to achieve the goals

3. Methods

This research was conducted through a qualitative approach with descriptive methods. This research was carried out by directly involving researchers in the problem areas at the Mawaridussalam Islamic Boarding School, or in another sense, field research. Qualitative research according to Lexy J. Moleong is research that intends to understand phenomena regarding the experiences of research subjects which include actions, stimuli, motivations, and others in a holistic way, then the researcher describes them in the form of narrative text (Moleong, 2017: 6). Sugiyono defines that qualitative research is a series of methods based on the philosophy of postpositivism used in understanding the natural conditions of research objects (Sugiyono, 2019:18). In the descriptive method, the researcher illustrates to find a knowledge based on a theory that is linked to the context of research conducted at a certain time (Mukhtar, 2013: 10).

When referring to the Big Indonesian Dictionary, descriptive means descriptive which means the explanation or description is done in a straightforward and detailed manner (National Education Language Center, 2008: 347). The description is based on a phenomenon that can be captured by the five senses. In this study, data collection was carried out through semi-structured interviews and researcher observation. The data collection carried out refers to the sources used, the research uses primary data sources and secondary data sources. Primary data sources are primary data that are direct in nature, obtained based on information and fact findings in the research arena, while secondary data are supporting data derived from literature reviews related to the research context. After the data is collected, the researcher then conducts analysis, namely by carrying out data reduction, presenting data and making conclusions (Miles & Huberman, 1992:16).

4. Result and Discussion

Causes and Levels of Conflict in Islamic Boarding Schools

Specifically in Islamic boarding schools, the possibility of conflict that will arise according to Bashori's research in his journal is first, the foundation with the community. The feud between the foundation and the community is inseparable from the community's disappointment with the foundation itself. The discrepancy between community expectations often triggers conflicts between foundations and the community. This problem also leads to community disappointment with the foundation. Second, foundations with caretakers of Islamic boarding schools. According to him, disputes between caretakers of Islamic boarding schools and foundation administrators are commonplace in the organizational structure of Islamic educational institutions. In addition to the dominance of power, the communication arrangements in Islamic educational institutions are often neglected which results in a lack of understanding in realizing common goals. Third, Kyai with the Community. Muhaimin Iskandar said that Islamic boarding schools should be a comfortable place for students and also a place to mingle with society effectively. The hope of this opinion is of course that Islamic boarding schools will not have barriers in interacting between the two. The community has the same interest in Islamic boarding schools, and vice versa. Meanwhile, according to Sulthon Masyhud et al in his book *Management Pondok Pesantren* said the possibility of conflicts that occurred in pesantren, among others:

- Conflicts between teachers or asatidz councils
- Conflict between ustadz and students
- Conflict between students
- Conflicts between Islamic boarding schools and the environment
- Conflict between administrators and caregivers/kyai.

The research report by Hamdan Farchan and Syarifuddin states that the roots of conflict in the world of Islamic boarding schools stem from family conflicts, political conflicts, struggles for community recognition related to the existence of kiai and their pesantren, feudalism which is a feature of the social system of relations between kiai and santri, and management. As happened in Islamic boarding schools, although there are several sources of conflict, the biggest cause of conflict is human behavior. Because of this, it often happens that problems that are actually simple but because of unhealthy human behavior eventually become big problems due to various provocations.

Thus, conflicts that arise in pesantren do not surface much in the public sphere. According to Hamdan Farchan's research, there are at least three reasons why conflicts in the pesantren world are rarely covered in the public sphere: first, the pesantren community is taboo about disclosing the conflicts that exist between them; second, they view conflict and pluralism as equals, this understanding comes from the theology that difference is a blessing, thus conflict is understood as a reality even though there are parties who are harmed; third, there is unlimited obedience to the kiai as a "value-free" individual. As a result, if the kiai becomes a source of conflict, they are willing to be the injured party. From these opinions, the occurrence of a conflict can be grouped into two forms, namely internal pesantren conflict and external conflict. Internal conflicts are conflicts that occur within the pesantren institution itself, while external conflicts are conflicts that occur with parties outside the pesantren.

Relationship Caregiver Leadership Style Prevents Disputes

Conflict is a dispute that arises from a dispute between two people or groups based on misunderstandings about certain things. Conflicts can also occur as a result of communication failures resulting in a refraction of meaning which offends one party. Conflict is a social phenomenon that

can damage good relations between individuals and individuals, individuals and groups, or groups and groups. In Islam, maintaining good relations between human beings is something that is highly recommended by Allah SWT, carrying it out is part of a Muslim's devotion to Allah SWT, even if conversely supporting conflict will cause a Muslim to get the wrath of Allah SWT so that it makes him far from pleasing Allah SWT. , this is as the word of Allah SWT in Qs. An Nisa verse 36:

﴿وَاعْبُدُوا اللَّهَ وَلَا تُشْرِكُوا بِهِ شَيْئًا وَبِالْوَالِدَيْنِ إِحْسَانًا وَبِذِي الْقُرْبَىٰ وَالْيَتَامَىٰ وَالْمَسْكِينِ وَالْجَارِ ذِي الْقُرْبَىٰ وَالْجَارِ الْجُنُبِ وَالصَّاحِبِ بِالْجَنبِ وَابْنِ السَّبِيلِ وَمَا مَلَكَتْ أَيْمَانُكُمْ إِنَّ اللَّهَ لَا يُحِبُّ مَن كَانَ مُخْتَالًا فَخُورًا﴾

It means; Worship Allah and do not associate anything with Him. Do good to both parents, close relatives, orphans, poor people, close neighbors and distant neighbors, colleagues, ibnusabil, and the slaves you have. Truly Allah does not like people who are arrogant and very proud of themselves (Ministry of Religion of the Republic of Indonesia, 2019:84)

It can be concluded that Allah SWT strongly recommends good deeds towards fellow human beings, this is also a step to avoid being arrogant. In the hadith narrated by Al Bukhari and Muslim, Rasulullah SAW said that whoever believes in the Last Day, then he should say something good or be silent (Kompasiana, 2022). Whoever believes in Allah and the Last Day, let him glorify his neighbors. And whoever believes in Allah and the Last Day, let him glorify his guest. In the narrations of Abu Daud and Tirmidhi, the Prophet also said that, in fact, the most important people in the sight of Allah are those who start greetings (Kompasiana, 2022). So it can be concluded that establishing good relations with fellow human beings is a must that must be lived by every Muslim.

As a human being who obeys Allah, preventing conflict is an obligation for every Muslim. Even apart from remembering the status of humans as social beings, establishing good relations between human beings is a must. In an organization's journey, good relations aim to create a network of contacts with other people, by fostering a good relationship it can enable cooperation to occur so that the desired goals can be achieved carefully. In the conflict prevention process, of course, linking the basic points of management. In management there are variables that function as a step to prevent conflict, including the existence of conflict management.

According to Subagyo, management is an activity carried out to achieve a goal by coordinating every resource, function and management activity including planning, organizing, implementing, and supervising (Subagyo, 2001:1). The process of planning, organizing, implementing, and supervising is a step in managing resources with the aim that the goals that have been set can be achieved optimally. Renville Siagian said, basic management includes planning, organizing, implementing, and controlling activities in order to coordinate every resource owned to achieve goals effectively and efficiently (Siagian, 1997:7).

In preventing as well as in conflict resolution, management involvement is very significant. This refers to conflict management which is an act of managing social phenomena that occur. According to Robbins, conflict management is an effort to coordinate using a number of resolution and stimulation techniques to achieve the desired level of conflict so that the right solution is obtained for the conflict that occurs (Winardi, 2003: 271). It can be concluded that conflict management is an effort that needs to be done in order to prevent conflict and reduce the potential and risks that may occur.

Disputes between female students that occurred at the Mawaridussalam Islamic Boarding School were triggered by misunderstandings over a number of message intentions, this communication failure caused between female students to give rise to different perspectives which triggered conflict. If it is allowed to continue and is not handled immediately, it is feared that unwanted things will happen, such as physical contraindications and others. In addition to involving female students, the impact will also affect the Mawaridussalam Islamic Boarding School, Deli

Serdang Regency, and these disputes can also disrupt the course of order and discipline. Therefore, control by caregivers is needed to prevent disputes between female students.

Caregivers as moderators take a number of actions as an effort to prevent conflicts between female students. Caregivers as leaders are tasked with controlling the atmosphere in achieving one of the objectives of the Mawaridussalam Islamic Boarding School, namely, maintaining the purity of faith and hoping to please Allah SWT with all aspects of social, national and state life and the ability to maintain and fertilize waqf treasures based on the Qur'an and hadith and the teachings of Islamic law. To achieve this goal, harmony is needed in the Mawaridussalam Islamic Boarding School, Deli Serdang Regency. As the appeal in Qs. An Nisa verse 36 which refers to the call to do good and distance oneself from arrogance towards Allah SWT, so the efforts made by caregivers are to lead students and female students in particular to implement activities that can build friendship between female students.

All of these efforts are based on the hope of the pleasure of Allah SWT. Therefore caregivers as leaders have a leadership style in order to influence female students so that they can respond according to the intent of the message conveyed by the complainants at the Al Mawaridussalam Islamic Boarding School. In preventing disputes among female students, caregivers approach female students and moderate those involved in conflicts. The caregiver's leadership style which is more inclined towards a gentle and interactive attitude has succeeded in making a number of female students not easily aroused by emotions. The leadership style carried by caregivers at the Al Mawaridussalam Islamic Boarding School greatly determines the condition of female students, therefore caregivers play a very significant role in preventing disputes between female students.

The leadership style by caregivers at the Al Mawaridussalam Islamic Boarding School links management concepts in preventing disputes between female students at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency, namely the caregiver regulates the course of moderation between female students by thinking about planning, namely the caregiver creates a series of concepts that aim to prevent female students from discord, in this case the caregivers lead the female students to engage in collaboration on certain activities in order to create friendship, then the caregivers organize, namely the caregivers involve a number of administrators at the Al Mawaridussalam Islamic Boarding School to join in efforts to prevent disputes between female students, after organizing then carried out by the specified organization.

This is intended so that in the course of preventing female student disputes it can run in an orderly manner, then supervision is carried out which is a step to control the course of activities carried out to establish friendship between female students at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency. So in the management carried out, the leadership style of the caregivers can be an influencing factor, the leadership style of the caregivers at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency, is considered wise in the management efforts carried out. This is based on the gentle attitude that is characteristic of caregivers, the aim is for female students to be stimulated so that the desired response is born, the caregiver's leadership style refers to efforts to prevent disputes from occurring at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency.

Leader Strategy in Resolving Conflicts in Islamic Boarding Schools

Islamic boarding schools as educational institutions with Islamic breath, of course as leaders will not abandon Islamic principles in responding to various aspects of problems including conflict resolution. Therefore, the resolution of conflicts carried out by the kyai will not conflict with the verses of the Koran and the hadith of the Prophet SAW. There are many strategies given by the Qur'an to resolve conflicts. However, the authors observe that there are five strategies that are often used in conflict resolution by leaders in Islamic boarding schools. The five strategies are al-tabayun

(clarification), al-syur (deliberation), tahkim (mediation efforts), alishlah (peace), and attitude al-'afwu (mutual forgiveness).

1. Al-tabayun (clarification).

In this case altabayun is used as an effort to seek clarity and clarification of information, especially information that is still unclear, which can lead to slander and conflict. Spirit al-tabayun is said in the Koran to test the truth of information from a fasiq.

2. Tahkim (mediation effort).

In this case the tahkim effort is carried out as a way to reconcile the two parties in conflict by bringing in a mediator as a peacemaker.

3. Al-Shura (deliberation).

This effort is taken to solve problems (read: find solutions) by making decisions together. a conflict especially if the conflict faced is complex, leaders and members of the pesantren who uphold the values of ukhuwah al-Islamiyyah will bring the conflict into a deliberation to find the right solution, in which there are negotiations to produce agreements and demand them those involved in conflict to be willing to lose something in order to obtain the wisest resolution.

4. Al-'afwu (forgive each other). When a conflict occurs, each party tends to maintain their sectoral ego, so that al-'afwu is an early indicator of the birth of one's goodness and piety, which is able to create conditions of peace in human life.

5. Alishlahpun (peace)

become a necessity in order to reach a plenary conflict resolution. Ishlah is a conflict resolution process that seeks to restore the conflicting parties through cooperative efforts. Those are some of the strategies that are often applied by pesantren caregivers in managing conflict within their pesantren community. The strategies described above also do not rule out the possibility of being a solution when facing conflicts within another institution. With these five strategies it is hoped that they can be a solution so that the conflicts encountered are not destructive or hinder productivity but instead become an impetus towards better change.

5. Conclusion

In Islam, maintaining good relations between human beings is something that is highly recommended by Allah SWT, carrying it out is part of a Muslim's piety to Allah SWT. Preventing conflict is an obligation for every Muslim. Even apart from that, given the status of humans as social beings, establishing good relations between humans is a must. In preventing as well as in conflict resolution, management involvement is very significant. This refers to conflict management which is an act of managing social phenomena that occur. Disputes between female students that occurred at the Mawaridussalam Islamic Boarding School were triggered by misunderstandings over a number of message intentions, this communication failure caused between female students to give rise to different perspectives which triggered conflict.

In preventing disputes among female students, caregivers approach female students and moderate those involved in conflicts. The leadership style carried by caregivers at the Al Mawaridussalam Islamic Boarding School greatly determines the condition of female students, therefore caregivers play a very significant role in preventing disputes between female students. The leadership style of caregivers at the Al Mawaridussalam Islamic Boarding School links the concept of management in preventing disputes between female students at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency, namely the caregiver regulates the course of moderation between female students by thinking about planning, namely the caregiver creates a series of concepts that aim to prevent female students from discord.

In this case the caregivers lead the female students to engage in cooperation on certain activities in order to create friendship, then the caregivers organize, namely the caregivers involve a

number of administrators at the Al Mawaridussalam Islamic Boarding School to join in efforts to prevent disputes between female students, after organizing then carried out by the specified organization. So in the management carried out, the leadership style of caregivers can be an influencing factor, the leadership style of caregivers at the Al Mawaridussalam Islamic Boarding School, Deli Serdang Regency, is considered wise in the management efforts carried out.

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