

## **THE ROLE OF WOMEN'S LEADERSHIP IN DEVELOPMENT AT DARUL ULUM ISLAMIC BOARDING SCHOOL VILLAGE OF KUALA DUA KUBU RAYA**

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### **Abstarct**

This journal is the result of research on The Role of Women's Leadership in the Development of Pondok Putri Village, Kuala Dua, Kubu Raya . The purpose of this research is to describe and know factually about. 1) The Role of Women's Leadership in the Development of Pondok Putri at the Darul Ulum Islamic Boarding School, Kuala Dua Kubu Raya Village. 2) To find out the form of the Development of Pondok Putri at the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village. 3) To find out the efforts of Women's Leadership in developing Pondok Putri at the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village. It is known that a woman leader does not only act as a leader but as well as a mother figure. The data source in this study is the leader of the female Islamic boarding school. and this research was conducted using a descriptive method with an approach qualitative, techniques and data collection tools are observation, interviews, documentation that presents data about the leadership of the Putri Darul Ulum Islamic Boarding School . Data management and data analysis techniques use an interactive model with the stages of data collection, data reduction, data presentation and drawing conclusions which are presented as a whole, comprehensively. The results of this study can be concluded that the development of Islamic boarding schools can also be developed through the role of Islamic boarding schools , especially the leadership of Islamic boarding schools which do not only act as educational institutions, but also act as social social institutions and community economic institutions. Women are often portrayed as being gentle succumb , weaker, lack of activity and a desire to nurture. But on the contrary men are often shown as someone big dominant stronger, more active, autonomy and aggression . The development of Islamic boarding schools has a curriculum content that is implemented at the Darul Ulum Islamic Boarding School, the development of Islamic boarding schools include Islamic Early Childhood Education/TK Islamic Education M I Darul Ulum, MTs Darul Ulum, MA Darul Ulum, the flagship program of the Darul Ulum Kubu Raya Islamic Boarding School, namely: Fostering Qur'an memorization, fostering students' daily worship through mentoring , mutabaah activities yaumiyah practice , intensive coaching in the field of recitation of the Qur'an, speeches in 3 languages, gru op h adrah , t afaquh and tahfi dzul qur'an . while the obstacles faced by women's leadership are as follows a) Theological Barriers b) Socio-Cultural Barriers c) Perspective Obstacles d) Historical Barriers.

Keywords: Leaders , Women , Islamic Boarding Schools

### **INTRODUCTION**

Leadership is no longer based on talent, heredity, experience and gender of men only, but more than that the physical and mental readiness of men and women in a planned way towards professionalism. All programs are carried out through systematic planning, analysis and development to generate stamina and traits. Leadership in accordance with the spirit of Islamic law. Hofstede (2001) revealed that men are considered to be assertive, competitive and tough, while women are considered to be more busy taking care of the house because they have a softer role. This view is certainly not foreign to society. The traditional notion that women only know age, kitchen and bed may still remain in some people's minds. In leadership, women are considered to tend to be more emotional and carry feelings. This often leads to the view that women are incompetent to lead because they are unable to provide an objective assessment of the situation at hand.

Indonesia has intelligent people who immortalize their lives for the nation and state. One of them is Sri Mulyani Indrawati, a simple woman who is an example that good intentions and hard work can bring Indonesia to big changes. Her life story is able to open our eyes that she is a modern female hero. Sri Mulyani Indrawati,

a woman born in Bandar Lampung, August 26, 1962. She is an Indonesian woman who served as managing director of the World Bank for the first time. Finance Minister of the Year 2008 for Asia is an award received by Mrs. Sri Mulyani Indrawati, even the woman who was born in Bandar Lampung was also named as one of the influential leaders in the development of Asia or Leader in Rising Asia. In the Qur'an itself, it has been explained in several verses which state that the position of men and women is the same. One of the verses of the Al-Qur'an which explains the equality of position between men and women is QS. At-Taubah verse 71: which means: "And those who believe, men and women, some of them (are) helpers for some others. They order (do) those who are ma'ruf to prevent those who are evil from establishing prayers, paying zakat and they obey Allah and His Messenger. They will be given grace by Allah: Surely Allah is Mighty, Most Wise." (QS. At-Tauba: 71)

The verse emphasizes that humanitarian duties are not only assigned to men but also to women. This verse also forms the basis for the importance of women's involvement in social activities in the context of amar ma'ruf and nahi munkar. However, the interpretation of classical and medieval scholars argued that men are superior to women. This interpretation arose for two reasons, firstly there was no understanding of sex and gender when these interpreters lived. The two views of the Qur'an regarding human equality do not discriminate between gender and ethnicity and emphasize that glory is for those who are pious. (Hamidah, 2011: 28).

Islamic boarding schools are among the oldest educational institutions in Indonesia which have extraordinary durability and even have a great influence for a long time, up to hundreds of years. In addition to fulfilling the basic requirements with the presence of a figure of a kyai, santri, pondok, study of yellow books and mosque buildings which are the epicenter of santri and community activities, there are many other factors that make a pesantren able to survive for tens or even hundreds of years with the power of influence and contribution. the big one. And in order not to be swallowed up by the times, one must actively participate in becoming the foremost driver of social change in the midst of society, and not just stop being an educational institution and mere guardian of religious morality. Islamic boarding schools are Islamic educational institutions that teach Islamic sciences led by kiai as stakeholders/owners of Islamic boarding schools and assisted by ustadz-ustdzah, teachers who teach Islamic sciences to students through unique methods and techniques. (Kompri, 2018:2)

Know the phenomena in above, it is necessary to improve perceptions and systems among some students in the Darul Ulum Islamic Boarding School, Kuala Dua Kubu Raya Village. Regarding the issue of gender equality, it is characterized by the absence of discrimination between women and men. Thus, both women and men have equal access in achieving a leadership role. Where this is already familiar and we often hear that an Islamic boarding school is then led directly by the Kyai of the Boys and Girls Islamic Boarding Schools. In contrast to what I met at this time, namely the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village where here the Darul Ulum Putri Islamic Boarding School in Kuala Dua Kubu Raya Village is led directly by Ummi Nyai, the wife of a kiyai and from here it has shown that now women are able to vote in participate in and control over the development of a better country. Of course this is a policy in obtaining the benefits of equality and fairness from development. Now is the time for women to step up and have an important role in leadership.

In the development of Islamic Boarding Schools, the role of leadership strongly supports the role of women's leadership in equal areas of expertise because women also have expertise in the field of leadership. The development of Pondok Putri at the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village must have a pioneer of a woman's leadership. The above can be related to the Role of Women's Leadership in the Development of Pondok Putri at the Darul Ulum Islamic Boarding School, Kuala Dua Village, Kubu Raya. Where is the role of women's leadership in developing a daughter's boarding school at the Darul Ulum Islamic Boarding School, Kuala Dua Village, Kubu Raya, which is still not going well because there are several factors that hinder the development of women's leadership at the Darul Ulum Islamic Boarding School, Kuala Dua, Kubu Raya Village, namely the lack or minimum number of ustadzah besides that there is still a lack of awareness of female students towards the role of female leadership so that students still commit violations. From the problems in above the researcher is interested in researching the Role of Women's Leadership in the Development of Pondok Putri at the Darul Ulum Islamic Boarding School, Kuala Dua Village, Kubu Raya."

## Methods

The Researchers made observations to observe carefully the object of research. To obtain data about this research, the researchers went directly to the location . The presence of researchers in research This serves as the main instrument in expressing meaning and at the same time as a data collection tool. Therefore researchers here must also be involved in the lives of the people being studied and be able to go directly to the field to observe and collect the required data. This research was conducted at Pondok Putri Islamic Boarding School Darul Ulum, Kuala Dua Kubu Raya Village. The data needed in this study are data regarding the Role of Leadership in the Development of Pondok Putri at the Darul Ulum Islamic Boarding School, Kuala Dua Village, Kubu Raya.

## FINDINGS DAN DISCUSSION

From the explanation of the data above, it is necessary to have a discussion regarding the leadership of a woman in the Darul Ulum Islamic Boarding School, a woman who can provide something new, whether seen from leadership management or her work as a leader, in this case will be described as follows;

### 1. Women's Leadership in the Development of Girls' Schools at the Darul Ulum Islamic Boarding School Kuala Dua Kubu Raya village .

In leadership a woman has a very important role so that Pondok Pesantren is better seen from the ability to lead. The results of the interviews are as follows " The role of female leadership in the Darul Ulum Putri Islamic Boarding School is very important because it is very related to female students where there are some things that they cannot convey or tell men, especially things that are very sensitive and very it is important that a woman plays a role or participates continuously in the Girls Islamic Boarding School because there we can place ourselves not only as a leader but also as a mother” (result of interview, May 24, 2022).

Leadership many definitions of leadership put forward by experts according to each point of view. Leadership seems to be more of a concept based on a series of discourses and experiences. The meaning of the words chairman, leader, head, president or the king that can be found in several languages is simply to show the difference between the government and the members who are governed. There are many definitions of leadership. However, there are many similarities between the definitions the . ( Priest Moedjiono 2002 : 2 )

The role of women in leadership is very important because it relates to female students , so there is a need for female leaders. Even though things are very sensitive and very important, a woman plays a role or participates continuously in the female Islamic boarding school because there we can place ourselves as a leader and can manage all aspects that need to be improved, a leader must be able to have power that can improve the condition of the Pondok and set an example and example to everyone around him.

Role is a dynamic aspect of position (status). If a person carries out his rights and obligations according to his position, this means that he is carrying out a role. The two are inseparable and contradict each other. Everyone has various roles that come from the patterns of social interaction in his life. This means at the same time that the role determines what he does for the community to him. The role places more emphasis on the function of self-adjustment and as a process . (Soerjono Soekanto, 2002:268-269).

In an interview with one of the Ustadzas he said "With a team or joint hut fighters, there we will feel comfortable and feel together and not be awkward in carrying out all existing activities and feel together with other Ustadzas" (results of interview, 26 May 2022) . in a leadership where the team can solve problems together, both problems related to female students or with the community around the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village, so problems can be faced with a team that supports each other and gives direction and motivation to each other, because a leader has a type of leadership.

According to GR Terry in Siswanto (2005:158-160) suggests that as one of the developers of management science suggests the following types of leadership: 1) Personal Leadership , A manager in carrying out his actions is always carried out by means of personal contact. Instructions are conveyed orally or directly delivered by the manager concerned. This type of leadership is often embraced by small companies

because the complexity of the subordinates and their activities is very small. As a result, besides being easy to implement, it is also very effective and indeed can be done without going through complicated procedures. 2) Non-Personal Leadership . All rules and policies that apply to the company through its subordinates or using non-personal media, whether plans, instructions, or programs for providing them . In this type, the program of delegation of powers plays a very important role and must be applied. 3) Authoritarian Leadership , Leaders with an authoritarian type usually work seriously, thoroughly, and carefully. Managers work according to strict rules and policies. although it is rather rigid and all instructions must be obeyed by subordinates, subordinates are not entitled to comment on it. because the manager thinks that he is the one who acts as a driver who will be responsible for all the complexity of the organization. 4) Democratic Leadership . In democratic leadership, the manager assumes that he is the same integral part as the company's elements and simultaneously all of these elements are responsible for the company. Therefore , in order for all subordinates to feel partly responsible, they must participate in every planning, evaluation and research activity. 5) Paternalistic Leadership . Paternalistic leadership is characterized by a paternal influence on the relationship between managers and the company. The goal is to protect and provide direction, action, and behavior like a father's message to his child. 6) Leadership According to Talent . Types of leadership according to talent usually emerge from informal groups that are obtained from training, although not directly. With the existence of a competition system, it can lead to exciting differences of opinion from the group concerned. usually a leader will appear who has weaknesses among those in the group according to the expertise in which he is involved in it.

So in leadership women have interesting characteristics and types in the development of Islamic boarding schools , in this case, a leader can provide examples and directions to subordinates and to students so that Islamic boarding schools can run well.

## **2. Form of Development of Pondok Putri at the Darul Ulum Islamic Boarding School, Kuala Dua Kubu Raya Village.**

The form of development of Islamic boarding schools led by a woman has development in the scientific field, both interpreneur and in the book of safiyah " The curriculum used by the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village does not only focus on general subjects but also salafiyah such as classic books and skills as well as the enterpainer of the students, so that they can train the skills and dexterity of the students. (interview results, May 24, 2022), the curriculum used at the Darul Ulum Islamic Boarding School has two general curriculum approaches and an early salafiyah curriculum, as well as an entrepreneur in the existing curriculum content in the implementation of learning.

Islamic boarding schools are actually the oldest educational institutions in Indonesia, which have actually given birth to many scholars . Not a few Islamic figures were born from Islamic boarding schools . It can even be said that there have never been scholars born from institutions other than Islamic boarding schools . In fact, Islamic boarding schools have produced many national leaders by giving active participation in nation building. In historical review, Islamic boarding schools do not only contain Islamic meaning, but also Indonesian authenticity. Because of similar institutions, Hindu-Buddhist power already existed, while Islam continued and Islamized it. After that, Islamic boarding schools in Indonesia grew and developed rapidly as educational institutions that naturally followed the development of the national education system. (Moc. Zaiful Rosyid 7:8) while the interview with Ustadzah Nailul Haniah said "Thank God for this one year, apart from Public and Diniyah Schools, Darul Ulum Islamic Boarding School, Kuala Dua Village, Kubu Raya already has a Tahasus Program or a special school for memorizing the Koran or those that we usually call devised Tahfid and for this year we also have the Tafaquh Program where this program is to screen children who are very interested and they can be said to be very happy in the science of tools including the program almiftah and there is an Entertainer program where the students here can develop themselves or their respective talents such as cooking, making meatballs, bread and others . (interview results, May 30 , 2022)

In developing the curriculum content of the Darul Ulum Islamic Boarding School, there is the Tahasus Program or a special school for memorizing the Koran or what we usually call devised Tahfid and this year we also have the Tafaquh Program where this program is to screen children who are very interested and they can be said to be very happy in the science of tools, including the program almiftah and there is an Entertainer program, namely where the students here can develop themselves or their respective talents

such as cooking, making meatballs, bread, so it can be said that the leadership of the Islamic Boarding School can be seen from the existing management within the Islamic Boarding School . "At the Darul Ulum Putri Islamic Boarding School, Kuala Dua Village, Kubu Raya, their female students are prohibited from holding cash but the students have their own Id Card or Identity Card, where the Id Card is like an ATM. If out there, only the ID Card is special and valid within the Islamic Boarding School environment. Castle. The use of the ID Card is an identity or their identification as well as a place for them to eat at Maqsof (Canteen) the benefit is to prevent loss of money or minimize loss or theft. It can be said that it is great and very motivating for the students because there always upholds adab, namely adab above knowledge. Knowledge of Baroque, Disciplined in Worship, and Good Attitude. (result of interview, May 26, 2022 )

So in the development of Islamic boarding schools use an Id Card or a separate Identity Card, where the Id Card is like an ATM if only the ID Card is special and valid outside the Puri Islamic Boarding School environment. The use of the ID Card is an identity or their identification as well as a place for them to eat at the Maqsof (Canteen) the benefit is to prevent loss of money or minimize loss or theft. It can be said that it is great and very motivating for the santri because there always upholds adab, namely adab above knowledge, so that everything can be carried out well under the leadership of a Nyai and Kyai who have insight into extraordinary knowledge innovation.

In leadership there needs to be a change from the curriculum system to develop Darul Ulum Islamic boarding schools to have the ability to manage educational programs and excellent programs that do not exist in other schools where this program is to develop various potentials of students with expertise in the fields of religion and general science, namely combining the two sciences the. In fact, there have been many alumni with their respective successes not because of a clever science but because of blessings. A blessing or blessing of a teacher.

Currently, the development of the educational curriculum at Darul Ulum Islamic Boarding School does not only focus on classic books (read: religious knowledge) but also includes many general subjects and skills. The type of Islamic Boarding School Darul Ulum Kubu Raya is with a Typology of Combination/Mixed Islamic Boarding Schools which combines the mixed salafiyah and khalifiyah systems, such as activities or subjects at the Islamic Boarding School, while the programs of the Islamic Boarding School are: 1) Diniyyah Islamic Boarding School Education Program which contains, the yellow book in Arabic, namely: PAUD/TK Islam MIS Darul Ulum, MTs Darul Ulum, MA Darul Ulum, Darul Ulum Kubu Raya Islamic Boarding School Featured Program, namely: Qur'an memorization coaching with a minimum graduate target of 1 juz, worship coaching daily activities of students through mentoring and mutabaah yaumiyah practices, intensive coaching in the fields of science, arts, scouts, sports and PMR, educational visits to science and technology centers, Islamic boarding school extracurricular activities, namely: Scouts, Marching Bands, Silat, Storytelling Pictures, Painting and Calligraphy, Dance, Muhadharah, Pantomime, Weaving, Qur'an Recitations, Speeches in 3 Languages, Language Group, Science Group, Futsal, Sports Group, Modeling, Presenter, and Tahfizul Qur'an.

### **3. Leadership in Overcoming Obstacles and Development of Pondok Putri at the Darul Ulum Islamic Boarding School, Kuala Dua Village, Kubu Raya.**

*In leadership in overcoming obstacles*

The development of Islamic boarding schools can be carried out through two aspects, namely; Pondok Pesantren as an educational unit and Pondok Pesantren as a container for educational units. Pondok Pesantren as an educational unit is in the form of a Muaddalah Islamic Boarding School, while Pondok Pesantren as a container for educational units is the main unit of the implementation of other educational institutions. Development of Islamic Boarding Schools can also be developed through the role of Islamic Boarding Schools which do not only act as educational institutions, but also play a role as social institutions and community economic institutions. interview with Ustadza Annisa "There are obstacles but there are solutions, as well as knowledge, there will be no useless knowledge. And there is no such thing as a woman's language, her job is in the kitchen, there is not even a language, that women cannot go to high school . A woman gives birth, breastfeeds and even contains it is a woman's nature for only a moment but does not make it an obstacle forever" (result of interview, May 28 , 2022) There are internal factor constraints on a woman's leadership because among the community they often say there is no such thing

as a woman's language, that her job is in the kitchen and there isn't even a language that women can't go to high school. A woman giving birth, breastfeeding and even being pregnant is a woman's nature, only for a moment, but it doesn't make it forever a virtue for a woman to lead a better institution, according to Ustadza Annisa, who said the following: "Always think positively and always be confident, because every obstacle has a solution, as well as knowledge, no knowledge is wasted. Defining the problem, namely the need to focus on what is the problem, immediately take action so as not to linger by discussing or deliberating and always evaluating so that you always know the gaps or deficiencies" (interview results, May 2, 2022).

So defining the problem, namely the need to focus on what is the problem, immediately take action so as not to linger by discussing or deliberating and always evaluating so that you always know the strengths and weaknesses.

Improvement in all fields in educational institutions must be more intense so that people's interest in sending their children to Islamic boarding schools. which is one of the favorite Islamic boarding schools because every year it makes improvements in managing Islamic boarding schools. Women are often described as soft, tend to give in, weaker, less active and desire to nurture. Conversely, men are often shown as someone who is bigger, dominant, stronger, more active, autonomous and aggressive. In current developments, many women have emerged as leaders in various fields, so that women have additional tasks, namely apart from being housewives as well as leaders. Reform in Indonesia has given great hope to women who have been shackled in all things. The rise of women in the era of globalization of lifestyles has brought changes in development development. At this time, women are attached to multiple roles, no longer fixated on the role of being a wife or mother solely, but have been oriented towards exploiting the qualities of their existence as human beings.

From the discussion of the research results, there are research findings related to the leadership of women at the Darul Ulum Islamic Boarding School, Kuala Dua Kubu Raya Village, in this case, which will be discussed as follows;

1. Leadership in the Development of Girls' Schools at the Darul Ulum Islamic Boarding School is that women are often described as gentle, tend to give in, weaker, less active and desire to care. Conversely, men are often shown as someone who is bigger, dominant, stronger, more active, autonomous and aggressive. In current developments, many women have emerged as leaders in various fields, so that women have additional tasks, namely apart from being housewives as well as leaders. The rise of women in the era of globalization of life patterns has brought changes in development developments. At this time, women are attached to multiple roles, no longer fixated on the role of being a wife or mother solely, but have been oriented towards exploiting the qualities of their existence as human beings. The Role of Women's Leadership in the Development of Islamic Boarding Schools at the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village is very important because it is very related to female students where there are some things that cannot be conveyed to men, especially things that are very sensitive and very important for a woman to be sustainable in the Islamic Boarding School. The leadership of the women of the Darul Ulum Islamic Boarding School does not only play a role as a leader but also plays a role and places herself as a mother so that the students while at the Islamic Boarding School will never feel like they have lost a mother figure.
2. The form of the Development of Pondok Putri at the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village can be seen from the curriculum content implemented at the Darul Ulum Putri Islamic Boarding School, the development of the Islamic Boarding School includes 1) The Diniyyah Salafiyah Islamic Boarding School Education Program which contains, the yellow book in Arabic, namely: Islamic PAUD/Kindergarten, MIS Darul Ulum, MTs Darul Ulum, MA Darul Ulum, Darul Ulum Kubu Raya Islamic Boarding School Featured Program namely: Fostering Qur'an memorization with a target of 30 Juz, ETafaquh, Guiding students' daily worship through mentoring and mutabaah yaumiyah practices, intensive coaching in the fields of science, arts, scouts, sports and enterpainer. Educational visits to the center of science and technology, Muhadharah Activities, Pantomime, Qur'an Recitations, Speeches in 3 Languages, Science Group, Futsal, Sports Group, Modeling & Presenter, and Tahfizul Qur'an. Darul Ulum Islamic Boarding School is one of the da'wah centers in West Kalimantan, is an effective educational institution that is able to present its graduates according to the needs of the community. Even the

development of the Darul Ulum Islamic Boarding School in the midst of the community has succeeded in equipping its graduates to become experts in the field of religious knowledge, especially the Islamic religion itself.

3. Overcoming Obstacles and Development of Pondok Putri at the Darul Ulum Islamic Boarding School in Kuala Dua Kubu Raya Village are a) Theological Barriers, namely women are created from the ribs of men. So that the position of women is under the shadow of men. Women can't do as much as men. This story is psychologically one of the inhibiting factors for women to take a meaningful role in social life. b) Socio-Cultural Barriers, namely this view sees women as weak, sensitive, and dependent creatures. On the other hand, men are seen as active, strong, intelligent and independent. This view also places men at a higher socio-cultural level than women c) Obstacles of Attitude of View, namely Obstacles of viewpoints which, among other things, are raised by the dichotomous view between women's and men's duties, have basically eroded in the educated class of society . However, it is different in the case of people with low education, some of them still carry out an attitude of view about the division of labor between men and women. d) Historical Obstacles, namely due to the lack of names of women in history in the past who appeared as leaders. This is used to justify the inability of women to act like men. And every obstacle still has a solution, no knowledge is wasted, every time there is a problem, take action to gather and discuss together to get a consensus

## CONCLUSION

The development of Islamic boarding schools can also be developed through the role of Islamic boarding schools, especially the leaders of Islamic boarding schools, which do not only act as educational institutions, but also act as social social institutions and community economic institutions. Women are often described as soft, tend to give in, weaker, less active and desire to nurture. Conversely, men are often shown as someone who is bigger, dominant, stronger, more active, autonomous and aggressive. In current developments, many women have emerged as leaders in various fields, so that women have additional tasks, namely apart from being housewives as well as leaders. The rise of women in the era of globalization of lifestyles has brought changes in development development. At this time, women are attached to multiple roles, no longer fixated on the role of being a wife or mother solely, but have been oriented towards exploiting the qualities of their existence as human beings.

The content of the curriculum implemented at the Darul Ulum Islamic Boarding School, the development of the Islamic Boarding School includes the Darul Ulum Islamic Early Childhood / Kindergarten, MIS Darul Ulum, Darul Ulum MTs, MA Darul Ulum, Darul Ulum Kubu Raya Islamic Boarding School Featured Program, namely: Guidance on memorizing the Qur'an, Guiding daily worship students through mentoring and mutabaah yaumiyah practices, intensive coaching in the field of Qur'an recitations, Speech in 3 Languages, Science Group, Tahfizul Qur'an. The development of the Darul Ulum Islamic Boarding School in the community has succeeded in equipping its graduates to become experts in the field of religious knowledge, especially the Islamic religion itself. Obstacles faced by women's leadership a) Theological Barriers, b) Socio-Cultural Obstacles, c) Perspective Obstacles. d) Historical Barriers.

Suggestions from researchers in the Development of Islamic Boarding Schools should hold parenting/special training for ustadzahs. so as to improve the Quality of Islamic Boarding Schools in the field of Human Resources in accordance with their expertise. And as an Islamic educational institution whose name is already familiar to the community, continue to develop for Islam and even for the ummah so that it can create and produce more cadres of preachers.

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