

## **ABSTRACT**

*Leadership is one of the keys to an organization's success in achieving a goal. an effective leader is a leader who can provide direction about the goals of the organization to his subordinates. Employees have expectations of leadership attributes. Leaders who have attributes according to employee expectations, it is easier to bring the organization to a destination. PKU Muhammadiyah Islamic Hospital is a social institution belonging to the Muhammadiyah Islamic organization which is facing a new challenge whose aim is to certify Islamic hospitals. For this reason, leadership attributes that are expected by employees are needed to make it easier to face challenges.*

*This qualitative research uses in-depth interviews and questionnaires to answer what their ideal leaders are like to carry out Islamic leadership practices in their organizations.*

*The results of this study will show the attributes of Islamic leadership expected by employees, as well as the application of Islamic leadership practices by using the dimensions of core leadership functions.*

*Keywords : Qualitative, ILT (Implicit leadership theory), Islamic leadership, core leadership function.*