

Transformational Leadership of Nehemiah in Spirituality, Integrity and Visioner to the Contemporary Leaders

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ABSTRACT

The book of Nehemiah provides a remarkable example of transformation leader motivated by, and acting for, God's ends: God's glory and the good of those served. It also provides an example of the use of godly means: the pursuit of spirituality in leadership, integrity and visioner focus upon achieving desirable results. The Transformational leaders in organization and communication is very important. The formulation of the problems that the author raises in this scientific paper are: First, is the character of Nehemiah the most dominant character modeled by the contemporary leaders? Second, which background category most dominantly determines the transformational leadership based on the book of Nehemiah for the contemporary leaders. The writer uses a quantitative descriptive method with a correlational survey type explanation method. From the results of the data analysis: First: "The transformational leadership based on the book of Nehemiah for the contemporary leaders are in the sufficient category" in this research is proven. Second, "The dimension of Spirituality as the character of Nehemiah who is most dominant in the role modeled by the transformational leadership based on the Book of Nehemiah" is proven to be true.

Keywords: Integrity and visioner, leadership of Nehemiah, spirituality, transformational.

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I. INTRODUCTION

The gentleness of a leader is the main capital of a leader to direct and protect the people he leads. A leader leads many people with different backgrounds, both in terms of intellectual, economic, liking, emotional and so on. The differences that exist in a subordinate require a different response from a leader and a leader should not treat each other's subordinates with the same conditions. Thomas Makadi said that "Meekness shows an inner attitude. The meek person does not hold grudges against harsh actions, does not lose heart in adversity, because he accepts everything as God's way for him in God's full purpose. wisdom and love (obedience to God's will)" (J. Oswald Sanders, 2002). For that a leader must have the meekness to be able to guide a subordinate with a different character.

In addition to the meekness of a leader is required to have humility, with humility then a leader can be accepted by all his subordinates. The humility of a leader can be shown by a leader who leaves a living example for subordinates. A leader must have an attitude of submission and complete dependence on God. A leader will face many problems and struggles in daily life. Not only personal problems, but also personal problems of subordinates as well as problems of the organization he leads. If a leader does not live submissively and dependent on God then the leader will not be able to overcome and solve the problems he faces.

Secularly, the so-called leader is the person who is above each subordinate. But in the world of Christian leadership, the leader is a servant who serves his subordinates. To be able to serve subordinates with different backgrounds and characters, a leader must have humility. With humility, the function of a leader as a service will run as expected. In addition to humility, a leader must care about subordinates. This caring attitude towards subordinates should not be done by discriminating between subordinates from one another. In the mind of a leader all subordinates are equal and must be protected.

The most important requirement to be a Christian leader is someone who has wisdom. This wise trait describes someone who can be trusted and can give proper consideration, not wishy-washy. To have a life filled with God's wisdom, a leader must live a life of relying on God. The leader confronts and manages many subordinates to be directed at a goal from the group he leads. To manage many subordinates, a

leader must have wisdom and full of consideration. With wisdom and full consideration, later decisions made will not harm a subordinate. An important element of organizing is the ability to get along with people in a really friendly, polite, but steady manner. Nehemiah was a leader who didn't do things haphazardly. Nehemiah organized his people according to families and according to the priorities he had planned, starting at the city gates. The walls of Jerusalem were successfully rebuilt because of Nehemiah's ability to cooperate with others and lead them where they needed to be. He seeks to involve as many people as possible in the process and moves forward with those who are ready. He organized them into natural groups based on relationships.

In making a decision regarding the organization or group of people he leads, then a leader must listen a lot so that a lot of consideration is obtained. A leader who makes ineffective decisions essentially contains two problems: hesitation to make decisions and making inaccurate decisions. One wrong decision can lead a leader to a dead end or to a path to destruction. As a leader, decision -making is an art that must be mastered. Strategy in leadership is an absolute requirement and a reliable leader has a precise strategy to be able to develop the organization and the people he leads. It is not the eyes that rule nor the eyes that give terror the fear of subduing people. Nehemiah 2: 11-20 tells how Nehemiah reacted when he saw that the condition of the ruined city of Jerusalem, he did not care. He immediately decided to take action (band. Verse 17) it is said: I (Nehemiah) said to them, "You see the calamity that we have experienced, that Jerusalem has become a ruin and its gates have been burned. Come, let us rebuild the walls of Jerusalem, so that we will not be reproached". In Jerusalem at that time, even though it was in an occupied condition, there were still elders and Israeli leaders. But they did nothing about the crumbling walls of Jerusalem. So, Nehemiah said: "...Look..." He wanted all the leaders to open their eyes and see the conditions around them, even see their own condition. Just like a leader, subordinates are also human beings who need affection and attention. In his need for attention and affection, a leader must be able to provide protection to subordinates. Leaders must walk in front of their friends. Being willing to take responsibility is the mark of a leader. Joshua was such a person. He did not hesitate to follow one of the greatest leaders like Moses. Someone who has servant leadership in his life will have concern for subordinates. The servant ministry tries to consider the motivation behind his actions as a leader. Servant leadership will also lead to be willing to sacrifice and put the needs of others above the interests of a leader.

His orientation is not for his personal or group interests but for the public interest he leads. Whether this is a grandiose dream or the absence of such a leader, leaders who put the public interest first are very rare to find.

A leader who cares about his subordinates is a leader who is a blessing to the people he leads. A leader's concern for subordinates begins with a full life attitude to subordinates. Love cannot be separated from Christian leadership. Because the life of love has become the pattern of the Christian life. Christian love is never affected by circumstances, where it never changes. Because Christian love is love that comes from God. Harnack said, that these spiritual officers never act as those who control the congregation. No, on the contrary they work as ministers for the congregations. Usually, they visit various congregations and there they have been a great blessing (J. Oswald Sanders, 2002).

Thus, the author tries to conclude that a leader must have care and concern for his subordinates because it is the duty of a leader so that in an organization there will be a harmony and openness between his subordinates and the leader.

II. METHOD OF WRITING

The method used in this research is descriptive quantitative, (Sonny Eli Zaluchu, 2020) with a literature study approach related to the transformational leadership based on the book of Nehemia to the Contemporary Leaders.

III. RESULT AND DISCUSSION

A. Implementation of Transformational Leadership According to the Book of Nehemiah for Contemporary Leaders

The walls of Jerusalem which incidentally are a symbol of the security and sturdiness of Jerusalem which had been reduced to rubble were successfully rebuilt by Nehemiah in just fifty-two days. "So, the wall was finished on the twenty-fifth day of the month Elul, in fifty-two days (Nehemiah 6:15). Nehemiah's physical success had implications in many areas. Both the economic field, security, and even the success of this development caused fear to all the surrounding nations (Nehemiah 6:16). It also brought awareness to Nehemiah's enemies that the construction was carried out with God's help (Nehemiah 6:16). The focus of Nehemiah's ministry was not only the physical construction of the walls of

Jerusalem. But Nehemiah was also very concerned with the religious life of the Israelites and their spiritual formation. Ezra is a central figure in the spiritual formation of the people, in the same way Nehemiah also has a fairly large role. The spiritual awakening of the people begins with the reading of the Torah by Ezra (Nehemiah 8:3-6), then the Bible records that, the Jews celebrate the feast of Booths. Eliashib the priest (Nehemiah 13:8-9). Nehemiah also recovered income for the Levites that had never been given (Nehemiah 9:10). Nehemiah's seriousness in his spiritual concern was also expressed through the restructuring of the office of priests and temple ministers (Nehemiah 13:13). The renewal of worship and spiritual formation carried out by Ezra and Nehemiah has resulted in a transformation of the lives of the Jews, they are made aware of their existence as a covenant people. Self-esteem as a dignified people was recovered. In chapter 13:23, Nehemiah reacts very strongly to the behavior of those who intermarry with the women of Ashdod, Ammon, and Moab. The truth is that they should separate themselves from pagan traditions instead of uniting in marriage to produce children who do not know Jewish traditions. The Bible (Nehemiah 13:24) explains "some of their children spoke the language of Ashdod or the language of the Gentiles and did not know to speak Jewish" (Nehemiah 13:24). So, there are some things about Nehemiah's transformative leadership from a biblical perspective as follows:

1) *Spirituality*

Nehemiah was a spiritual person because he prayed diligently. For Nehemiah, prayer was part of daily life and work. Prayer was his first reaction when he heard of the plight of the emigrants in Jerusalem. Nehemiah was also no stranger to the throne of grace (Nehemiah 1:4, 6; 2:4, 9; 5:19; 6:14, 22, 29) (Stacy T. Rinehart, 2003).

An effective Christian leader must be someone who has been born again in Christ, who is clean in morals, and keeps the standard of righteousness according to God (John C. Maxwell, 2002).

Christ came into the world to bring people from darkness to light. Darkness has covered human nature and character because Satan is always trying to destroy human morality. It is not surprising that too many Christian and non-Christian leaders today have offended their people by ignoring justice and welfare. One of the important qualities of effective Christian leadership is the ability to adapt one's personality to a particular situation (George Barna, 2002).

A spiritual leader is one who loves to pray. He will kneel in humble prayer of worship. Then, he will rise to a new level of holy and righteous living (George Barna, 2002).

Peter said this when he admonished his followers: "... have control over yourselves and be still, so that you may pray" (1 Peter 4:7).

One of the great challenges for many Christian leaders is the use of assertive leadership to succeed in the task. Most soft-hearted Christian leaders want to show mercy and love like a servant. Although leadership is within the church, the church is also a field of spiritual struggle and often requires leadership strengths that are not as common as in the secular world.

Conflict in ministry may be a fact, but [that fact] should not go unaddressed (Leroy Eims, 2003).

In order to survive, leaders must view adversity as normal, that complex is normal (Yacob Tomatala, 2005).

The Bible records that the Lord Jesus Himself came to break down the walls of enmity. He did his best to bring people together. In Ephesians 2:14, "For he is our peace, who has united the two, and has broken down the wall of division, which is enmity," He realized that He could not and did not [come] to win them all. Meanwhile, His desire to bring peace to all mankind required Him to sacrifice His life, and that is a worthwhile goal and remains so to this day, for all of us who lead.

A good and firm spiritual will support the success of a leader's task. John C. Maxwell (2002) propose four ways to earn the sympathy of the people we lead, namely: if you first move people with feelings, they will be more willing to act; if you give first, people will give you back; if you attract individual sympathy, you will soon be noticed by the crowd; if you reach out to your people, they will return your helping hand.

2) *Prayer Life*

Leaders depend on God by acting faithfully in their duties and service to their subordinates. "A skewed balance is an abomination to God, but He delights in the right weights." (Proverbs 11:1). Concern is the desire to do something that benefits others. If the heart is tempted to serve, it is less likely to act selfishly. Spirituality is synonymous with authority or power. Jimmy Oentoro explained that "A powerful life is a life full of ideas and words that refresh the lives of many people (Jimmy Oentoro, 2003). Henry also explained that an authority that can be felt by others lies in leaders who have spirituality. Jonathan states more sharply that authority comes from the Bible. Leaders who have spirituality are leaders who do not merely lead by emitting fear, but because they can be trusted and believed based on the ability of the leader (Frans magnis Suseno, 2010).

3) *Fasting*

Nehemiah did not let the enemies be the center of his attention, but God was the center of his attention. Nehemiah gave an interesting response; Nehemiah's response was resounding. Nehemiah openly revealed his heart to God. Nehemiah set an example in fasting. That is the way to face ridicule and reproach, not to respond with ridicule or reproach. Nehemiah remained focused on the vision despite the criticism he and his team received. "It continues to channel its energy for fasting (Tafsiran Alkitab Masa Kini Kejadian Sampai Ester, 1999).

4) *Integrity*

Nehemiah was able to make clear decisions because Nehemiah had high integrity. He doesn't avoid harsh words but gets straight to the point and makes judgments. And his decisions are impartial; he doesn't care. When rebuke was needed, he gave it to officials and executives as well as to workers (Nehemiah 5:7). Sometimes resistance develops humility to protect us from vain pride (Bob Gordon, 2000).

In church leadership, innovation training is indispensable. Innovation as a process of creating and renewing value until it can be utilized or consumed by society, as Jesus said, "be as smart as snakes and sincere as doves" (Matthew 10:16b), which means always being creative-innovative but still maintaining sincerity and integrity (Jansen H. Sinamo, 2001).

1. Indecision in making decisions has interfered with the effectiveness of many leaders. Ineffective decision makers have basically two problems: hesitancy to make decisions and making decisions that are not right. One wrong decision can lead a leader to a dead end or to a path that leads to destruction. As a leader, making decisions is an art that must be mastered. Kennet O. Gangel divides the problem of why leaders hesitate in making decisions into four parts namely: Lack of clear goals. Sometimes leaders don't act because they don't know what to do.
2. Unsteadiness in position or authority. Sometimes leaders are afraid to act because they are afraid of the consequences.
3. Lack of information. A leader who does not actively seek all the information he can get before giving his decision means immobilizing himself in the decision-making process. Fear of change. Many leaders want to maintain the "status quo". Since most decisions result in some kind of change, they always appear as a threat to current operations (Kenneth O. Gangel, 1998).

Integrity means the union of words and actions in one's values. It means sticking to these values even if the alternative way is easier or more profitable. Integrity relates to motives — why we do what we do. Sourced from the attitude and commitment inherent in oneself towards a high standard or code of ethics (H. B. London, Jr. & Neil B. Wiseman, 2007).

Integrity is like the foundation of a house, if the foundation is strong, then the house survives even when it is flooded (John C. Maxwell, 2007:20). Integrity is a work from within, the following proves integrity from within, namely, first, integrity is not determined by circumstances; second, integrity is not based on a credential; and third, integrity should not be confused with reputation (John C. Maxwell, 2007). Thus, integrity concerns all aspects of life, both physically and spiritually. Sahetapy explained in detail that integrity concerns all aspects of a noble and virtuous human life. Integrity relates to clean morals, honesty, and sincerity towards others and to God, the Creator (J. E. Sahetapy, 2011).

Integrity applies also in the legal, social, economic, political and so on. Whenever you violate a moral principle, you create a small crack in the foundation of your integrity. Integrity emphasizes commitment to character (John C. Maxwell, 2007).

Henry stated that the definition of integrity is "His strong attachment to moral or artistic principles! Honesty and sincerity; truth; wholeness, completeness; unblemished, undamaged, perfect original condition." Integrity means being consistent in behavior in every situation (Henry Blackaby & Ricard Blackaby, 2005).

Integrity is a very important character in quality leadership, the results of a survey in America in leadership circles give the answer that the majority is integrity (John C. Maxwell, 1993). Jonathan agrees that integrity is very important for a leader (Jonathan Lamb, 2008).

Dennis P. said: integrity is the part of the character. Integrity is achieved when leaders act in accordance with their own and the organization's value. A key aspect of integrity is being honest in both word and deed. Integrity is a central character trait and greatly influences perceptions of a leader's credibility. leader integrity reassures soldiers in the following ways (Dennis P. O'neil, 2010).

The quality of leadership in any field is very demanding on integrity, John Maxwell provides reasons why integrity is so important because integrity builds trust, has high influence value, integrity facilitates high standards, integrity produces a strong reputation not only image, but integrity also lives up to itself before leading others, integrity helps a leader to be trusted and integrity is a hard earned (John C. Maxwell, 1995). Integrity emphasizes the choice of the leader that will have a great impact as a source of gold in the leader's leadership life.

5) Faithfulness

Loyalty to follow orders and regulations for duties and services in a leadership is a very important factor. *"The loyalty to their soldiers fosters the development of trust, which leads to a greater ability to influence or lead."* (Dennis P. O'neil, 2010).

6) Honesty

Honesty and courage are very important characters possessed by a leader. Honest character is a standard of leadership quality in an organization. The quality of leadership is influenced by the excellence of good characters. Honesty and loyalty are characteristics that must be possessed by a quality leader (Djokosantoso Moeljono, t.t.). Honesty is part of the character that must be maintained in leadership, because that character is who the leader really is. A leader who leads accompanied by a noble character will follow him. The quality needed in leadership in any field is honesty, which is strengthened again by research conducted in America. Honest character comes first. James explains that honesty is absolutely essential to leadership (James M. Kouzes and Barry Z. Posner, 1997).

Jonathan argues for proving obedience to God in honest and faithful work. Jonathan has a principle that even though not many are watching, it is God who sees everything he does. Honesty in spirituality gives rise to authoritative leadership in God's anointing (James M. Kouzes and Barry Z. Posner, 1997). An honest leader to listen to criticism from his colleagues. "... he who heeds rebuke is wise" (Proverbs 15:5). Dealing with critics, complainers, and often even a big mouth is a routine ministry. But not all harsh criticism is routine criticism. There is a fine line between irritability and stubbornness. To be a leader, especially a successful spiritual leader. Leaders are responsible for keeping things open and honest. "A fool is destroyed by his mouth; his lips are a snare to his life" (Proverbs 18:7). (Zenger J. H., and Folkman, J, 2004).

Openness means not relying on one's own strength and understanding. Leaders who don't want to be taught are almost always cut off from God and his people (John C. Maxwell, 1993).

7) Willing to Sacrifice

Willing to sacrifice is part of cooperation. The ability to work collaboratively with others to produce work that is much greater than just doing it yourself (John C. Maxwell, 1993). is the ability to work Synergy is achieved when two or more people work together to create solutions that are better than their own. Leadership qualities require strong collaboration with the team. Dick Iverson explained that teamwork requires people who can be trusted and can take responsibility for everything entrusted to God (Dick Iverson and Ray Grant, 1993). Sean gave a more detailed explanation about synergy, namely taking advantage of differences, cooperation, open-mindedness, finding new and better ways (Dick Iverson and Ray Grant, 1993).

The ability of a leader to work with a team synergistically will give birth to quality in leadership, the leader. Stephen gives his view of synergists functioning as catalysts, uniting and releasing the greatest forces within human beings (Stephen R. Covey, 1994).

Being able to work with a team in synergy is essentially collaborating by respecting diversity and utilizing it to produce maximum strength.

The Indonesian nation needs generations who have a new paradigm to build the Indonesian nation from adversity. The paradigm is to work together synergistically. Winarno explained that the paradigm stems from the belief that this nation must in a visionary way maintain its existence by building the strength of unity through diversity (Winarno Surakhmad, 2009).

Indonesia as a pluralistic nation must build cooperation that is able to accept differences and take advantage of these differences to become a great strength.

Various principles of governance and even leadership and leadership can be found in the section above. In addition to the principles of governance, one can also find the duties of leadership and even the spiritual or moral life of a leader.

8) Visioner

Nehemiah was a farsighted man. He knew that there would be resistance, so he asked the king to give him a written mandate to make his journey safe and he had the support to complete the mandate, "...laying beams on the gates of the fortress of the temple, for the walls of the city ..." (Nehemiah 2:8). He planned his strategy carefully. God used an ordinary, ordinary person, who had an unusual purpose and vision (John H. Zenger and Joseph Folkman, 2004) Nehemiah expressed his vision in the simplest possible terms. The nation's goal was the rebuilding of the walls of Jerusalem (John H. Zenger and Joseph Folkman, 2004).

9) Good Planning

One of the characteristics of leadership qualities, namely being successful in carrying out their duties and responsibilities, is the courage to defend their subordinates. Success is synonymous with the word success, John Maxwell explains that success is more than just a force used to get what someone demands

without violating the rights of others; the privilege of improving the state of others and freeing his subordinates (John C. Maxwell, 1999).

10) *A Clear Purpose*

Every prospective leader must have a vision and be able to share the people he serves with a divine vision. Without a vision, it is impossible to achieve the goal. A clear vision will allow a leader to believe and believe. Vision is concerned with creating something new, not ignoring the past, but building on the foundations of the previous and which will emerge as a better reality than the present reality. When fully realized, that vision will bring us closer to our goals (John C. Maxwell, 1999). Vision requires action. Great leaders wake up in the morning with a plan and work on it. They don't always ask permission before moving. Leadership is producing results. The vision of leadership is the leader's ability to see and understand the sacred desires written by God in his heart for the organization and its leadership. In that vision, there is a special will of God for the leadership of a leader (John C. Maxwell, 1999). Nehemiah had a leadership goal. Nehemiah's goal was the rebuilding of the walls of Jerusalem which had fallen and burned (1:3; 2:17). Nehemiah invites the people to carry out God's vision and they support (John C. Maxwell, 1999).

11) *Changing the Leader Paradigm*

In any business, the leader who is responsible for the success or failure of his mission must change the paradigm of the leader. There are several factors that influence motivation and fighting spirit, and one of the key factors is changing a Nehemiah (John C. Maxwell, 1993) has a transformative paradigm with the intention of continuing to work on building the walls of Jerusalem. Nehemiah was prepared for the worst. J. Oswald Sanders said: "Any Christian society needs a changing and compassionate paradigm to maintain divine standards in doctrine, morals, and practice" (J. Oswald Sanders, 2002).

A leader has many elements when it comes to the responsibility for change. First, a transformative leader is concerned with the welfare of others, not his own comfort or position. Transformative leaders always direct the beliefs of others to God. He looks in every situation to help. Second, discipline is the responsibility of the leader, a task that is often not welcomed. Paul describes the spirit that discipline leaders must have. "Therefore, while we still have opportunity, let us do good to all, but especially to our fellow believers" (Galatians 6:10). Third, leaders must provide guidance. The spiritual leader must know where he is going before leading others. Leaders must walk in front of their friends. Being willing to take responsibility is the mark of a leader. Joshua was such a person. He did not hesitate to follow wrong. In Nehemiah's transformative leadership, he continued to promote cooperation among the people. He stopped the practice of usurers and he created unity between the wealthy rulers and the oppressed. He also united his people and fed them with his own money. Without cooperation and having a wise heart, the walls of Jerusalem will not be able to be rebuilt (George Barna, 2002).

Nehemiah was a transformative leader, so he didn't do things haphazardly. Nehemiah organized his people according to families and according to the priorities he had planned, starting at the city gates. The walls of Jerusalem were successfully rebuilt because of Nehemiah's ability to cooperate with others and lead them where they needed to be. He seeks to involve as many people as possible in the process and moves forward with those who are ready. He organized them into natural groups based on relationships (George Barna, 2002).

Unity drives powerful influence. Unity is important for a team to be goal focused. The heart, will, and strength of team members must be united with the same goal and direction (John C. Maxwell, 1993). Listening to input or encouragement from subordinates is a transformative leadership character. Transformative leadership lasts longer than leaders who use authority without cooperating with others, especially to make a decision.

IV. CONCLUSION

Based on the results of research and discussion, a conclusion can be drawn as follows:

First, testing of the first hypothesis concludes that the hypothesis proposed by Nehemiah's Transformative Leadership Implementation Level among Contemporary Leaders (Y) is in the moderate category which is declared accepted. It is known from the results of calculations using Confidence Interval statistical calculations at a significance level of 5% resulting in Lower Bound and Upper Bound 170,1861-176.6139. This shows that the level of Transformative Leadership Implementation based on the Book of Nehemiah among Contemporary Leaders (Y) is in the "Medium" category. This is supported by the conclusions drawn from the first hypothesis compared with the results of calculations for each dimension (D1-D3) as exogenous variables that show a more specific level of endogenous Variables which both state levels in the "Medium" category.

Second, testing the second hypothesis concludes that the proposed hypothesis is the most dominant dimension determining the Implementation of Transformative Leadership based on the Book of

Nehemiah among Contemporary Leaders, is Having good Spirituality (D1) is declared accepted. From the test results using linear regression analysis, it is stated that the dimension of Having Good Integrity (D2) has a determination value of 0.958 with a contribution to the endogenous variable of 91.8%. Test results using Classification and regression Trees (CRT) From the results of the analysis between exogenous variables together with endogenous variables, it shows that the dimension of Having Good Spirituality (D1) is the most dominant dimension in shaping the Implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary leaders (Y). The dimension of Having good Spirituality (D1) is able to improve 179.796 times the condition of the Implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary Leaders (Y) which is now significantly at <0.05 and the dimension of Having good Spirituality (D1) has a level of importance / able to influence 100% of the distribution of the score of the Implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary Leaders of 227,812.

Third, testing the third hypothesis and concluded that the hypothesis proposed by the dominant background category determines the implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary Leaders that education is accepted. From the results of the classification and regression analysis between exogenous background variables of respondents together with endogenous variables using Classification and regression trees (CRT) at a significance level of 0.05 with maximum trees depth = 3, minimum cases in parent node = 2, and minimum cases in child node = 1. To test which background category has the most influence on the Y variable, a one-way variance test (One way ANOVA) was conducted at a significance level of 0.05. From the results of the analysis between exogenous background variables of respondents together with endogenous variables, it shows that educational background is the most dominant background category forming the Implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary Leaders (Y). Educational background is able to improve by 8.235 times the condition of the Implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary Leaders (Y) which is now significantly at <0.05 and educational background has a level of importance / can affect 100% degrees the distribution of the scores for the Implementation of Transformative Leadership based on the Book of Nehemiah among Contemporary Leader is 27.425.

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