

INTISARI

Pengaruh Pelatihan Kepemimpinan Daring terhadap Kualitas Personal Mahasiswa Kedokteran: *Pilot Study*

Tujuan penelitian: Mahasiswa kedokteran diharapkan memiliki kompetensi kepemimpinan agar dapat menjadi agen perubah dan meningkatkan kualitas pelayanan kesehatan. Kepemimpinan perlu dimulai dari memimpin diri sendiri. Domain mendemonstrasikan kualitas personal dari *Medical Leadership Competency Framework* dapat digunakan dalam mendesain pelatihan kepemimpinan. Penelitian ini bertujuan untuk mengevaluasi pengaruh pelatihan kepemimpinan daring terhadap kualitas personal mahasiswa kedokteran.

Metode: Penelitian ini merupakan *quasi-experimental study*. Pelatihan kepemimpinan diikuti oleh 33 mahasiswa kedokteran. Pelatihan kepemimpinan ini dirancang menggunakan domain kualitas personal dari *Medical Leadership Competency Framework* yang dikombinasikan dengan beberapa strategi pembelajaran. Pelatihan dilaksanakan selama 15 hari yang terdiri dari sesi *workshop* dan *student project*. Evaluasi pelatihan mengacu kepada evaluasi program dari Kirkpatrick tingkat 1 dan 2. Tingkat satu mengevaluasi kepuasan mahasiswa terhadap pelatihan. Tingkat dua mengevaluasi peningkatan sikap, keterampilan, dan pengetahuan mengenai kualitas personal mahasiswa. Peningkatan keterampilan kualitas personal dieksplorasi kembali dengan wawancara mendalam.

Hasil penelitian: Sesi *workshop* dan *student project* dinilai positif oleh partisipan. Pelatihan ini dapat meningkatkan keterampilan dan pengetahuan mahasiswa terhadap kualitas personal ($p < 0.05$). Namun, pelatihan tidak menyebabkan perubahan signifikan pada sikap terhadap kualitas personal. Dalam studi kualitatif, partisipan menyebutkan mengenai perkembangan kualitas personal yang dialami selama pelatihan.

Kesimpulan: Partisipan memberikan reaksi positif terhadap pelatihan kepemimpinan ini. Pelatihan dapat meningkatkan keterampilan dan pengetahuan mahasiswa, namun tidak berpengaruh kepada sikap terhadap kualitas personal.

Kata kunci: Kepemimpinan pada kedokteran, pelatihan kepemimpinan, kualitas personal

ABSTRACT

ONLINE LEADERSHIP TRAINING TO IMPROVE PERSONAL QUALITIES OF MEDICAL STUDENT: A PILOT STUDY

Objective: In order to become an agent of change and improve health services quality, medical students are expected to have leadership competency. Leadership should be taught starting by leading their selves. Demonstrating personal qualities in Medical Leadership Competency Framework domain can be used in learning leadership. This study aimed to evaluate the impact of online leadership training on medical students' personal qualities.

Methods: This research was a quasi-experimental study. Thirty-three third-year medical students participated in the leadership training. This training is designed based on the personal qualities domain of the Medical Leadership Competency Framework. The training consisted of workshops and student project sessions and was conducted for 15 days, every Saturday and Sunday. Kirkpatrick's program evaluation level one and two are used to evaluate the leadership training. Level one aimed to evaluate student satisfaction. Level two aimed to evaluate affective, behavioral, and cognitive learning gains. In-depth interviews were used to explore behavioral learning gains.

Results: Participants have rated workshop and student project sessions positively. Behavioral and cognitive learning gains increased significantly after the training ($p < 0.05$). However, there were no significant affective learning gains ($p < 0.05$). In-depth interviews showed that participants developed their personal qualities in the training.

Conclusions: Participants had a positive reaction toward leadership training in this study. The training improves behavioral and cognitive aspects of personal qualities in the learning context but did not affect the affective aspect.

Keywords: Medical leadership, leadership training, personal qualities