

# **PENGEMBANGAN MODEL PELATIHAN KEPEMIMPINAN KEPERAWATAN TERPADU INLeT BERBASIS WEB**

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## **ABSTRAK**

Perawat manajer merupakan pimpinan keperawatan yang berada paling depan di unit pelayanan yang berdampak langsung terhadap mutu pelayanan. Tujuan penelitian ini untuk mengembangkan model pelatihan kepemimpinan keperawatan terpadu (*Integrated Nursing Leadership Training/INLeT*) berbasis web (Moodle) yang valid dan efektif bagi perawat manajer. Penelitian ini merupakan penelitian pengembangan dengan menggunakan pijakan Borg and Gall. Model ini divalidasi oleh sembilan ahli di bidang kesehatan dan desain teknologi media. Setelah divalidasi data diujicobakan melalui ujicoba lapangan awal, ujicoba lapangan utama dan uji operasional. Uji coba operasional menggunakan desain *quasi-experimental pretest posttest nonequivalent control grup design* dengan menggunakan n=66 yang dipilih secara purposive, kelompok perlakuan di RSUP Sanglah (n=33) dan kelompok kontrol di RSUD Wangaya (n=33). Data dianalisis menggunakan rumus Aiken's V dan analisis bivariat menggunakan N-Gain dan *multivariate*. Hasil penelitian ini adalah sebuah model yang dikembangkan yaitu pelatihan INLeT berbasis web (Moodle) yang telah valid dengan nilai indeks V= 0,96 (tinggi) dari ahli desain dan indeks V= 0,92 (tinggi) uji materi ahli kesehatan. Keefektifan model INLeT berbasis web terhadap hasil belajar pada kelompok eksperimen N-gain = 0,48 (sedang) kelompok kontrol N-gain =0,17 (rendah). Kompetensi 5 C (*Critical Thinking, Communication, Collaboration, Creativity, Caring*) diperoleh pada kelompok eksperimen N-gain =0,40 (sedang) dan kontrol N-gain= 0,196 (rendah). Hasil analisis *multivariate* diperoleh p=0,001 dan nilai F-Wilk's Lambda =23,150 (p<0.05). Hal ini berarti, model pelatihan kepemimpinan keperawatan terpadu INLeT berbasis web efektif meningkatkan hasil belajar dan 5C.

**Kata Kunci: Kepemimpinan keperawatan terpadu, 5C, Web based, E-learning, Moodle**

**DEVELOPMENT OF WEB-BASED INTEGRATED NURSING  
LEADERSHIP TRAINING (INLeT) MODEL**

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**ABSTRACT**

*Nurse Managers are the frontline leaders in the ward that directly impact quality of care services. The aim of this study was to develop a web-based Integrated Nursing Leadership Training (INLeT) model that was valid and effective for nurse managers. This research was Research and Development (R&D) using the Borg and Gall. This model was validated by nine experts in health and media technology design. After being validated, the data was tested using preliminary field testing, main field testing and operational field testing. Operational field testing used a quasi- experimental pretest posttest nonequivalent control group design research using sample n=66 purposively selected into treatment group at Sanglah General Hospital (n=33) and the control group at Wangaya Hospital (n=33). Data were analysed using Aiken's V formula and bivariate analysis using N-Gain Score and multivariate test. The results of this study obtained a model of Integrated Nursing Leadership Training INLeT using web (moodle) that has been valid with an index value of  $V = 0.96$  (high category) from design experts and  $V = 0.92$  (high) from health experts. The effectiveness of this model on learning outcomes in the experimental group N-gain score of 0.48 (medium) control group N-gain score of 0.17 (low). 5 C (Critical Thinking, Communication, Collaboration, Creativity and Caring) competencies N-gain score in the experimental group was 0.40 (medium) and the control-gain was 0.196 (low). Multivariate analysis results obtained  $p=0.001$  with F-Wilk's Lambda =23.150 ( $p<0.05$ ) This means integrated of web-based nursing leadership training INLeT model was effective in improving learning outcomes and 5C.*

**Key Words: Nursing leadership, 5C, Web Based, E-learning, Moodle**