

ABSTRACT

The rapid development of the medical world today demands that young doctors possess not only clinical skills but also leadership abilities to improve the quality of healthcare services. This study aims to identify young doctors' perceptions regarding the need for leadership competencies, institutional responsibility, and to conduct a need assessment of leadership training strategies in the Medical Profession Study Program, Faculty of Medicine, Universitas Malikussaleh. Data collection was conducted from May 2025 to February 2026, involving 165 young doctors as respondents through a total sampling technique. Data were collected using an online questionnaire covering training experiences and evaluations of the most needed topics, methods, and timing. The results showed that based on the perception of leadership competency needs, strategic thinking and negotiation skills occupied the primary positions. From the perspective of institutional responsibility, time management and effective communication were seen as the most critical aspects. Furthermore, the ten most prioritized leadership training topics were time management, strategic thinking, stress management, team building, ethics and health law, systems thinking, problem-solving, decision-making, implementing strategy, and effective communication. The three most preferred training methods were focus group discussions, sharing sessions, and seminars. The three prioritized timings for training were during the professional education stage, during the academic education stage, and after graduating from the medical profession program. This study suggests that the faculty consider providing additional leadership training, specifically focusing on strategic decision-making tailored to the needs of young doctors in clinical settings

Keywords : Leadership, Young Doctors, Medical Education, Need Assessment, Competency.