

# Intervensi Team Building Training untuk meningkatkan kepercayaan terhadap rekan kerja dan kualitas Teamwork di PT. S = Intervention Team Building Training for improving interpersonal trust in Co-Workers and Teawork quality at S Company

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## Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kepercayaan terhadap rekan kerja terhadap kualitas teamwork di PT. S. Tipe penelitian action research dengan responden sebanyak 66 karyawan. Alat ukur adalah adaptasi Teamwork Quality (Hoegl & Geumenden, 2001) dan Kuesioner Kepercayaan Terhadap Rekan Kerja (McAllister, 1995). Hasil perhitungan uji regresi berganda memperoleh hasil  $R^2 = 0,508$  ( $p < 0,05$ ) yang berarti kepercayaan terhadap rekan kerja mempengaruhi kualitas teamwork sebesar 50,8%. Intervensi team building training dirancang untuk meningkatkan kepercayaan terhadap rekan kerja dan kualitas teamwork.

Hasil perhitungan efek intervensi menunjukkan signifikansi perbedaan pre-test dan post-test kepercayaan terhadap rekan kerja dan kualitas teamwork dengan uji t-test; diperoleh nilai t untuk kepercayaan terhadap rekan kerja sebesar -1,683 ( $p > 0,05$ ) dan untuk kualitas teamwork sebesar -4,460 ( $p < 0,05$ ). Hal ini berarti tidak terdapat peningkatan skor kepercayaan terhadap rekan kerja secara signifikan namun terjadi peningkatan skor kualitas teamwork secara signifikan setelah diberikan intervensi team building training. Dengan demikian team building training mampu meningkatkan kualitas teamwork, namun belum mampu meningkatkan kepercayaan terhadap rekan kerja di PT.S.

.....This study aims to determine the effect of interpersonal trust in co-workers to the teamwork quality at S Company. The type of this study is action research study by the number of study participants as many as 66 employees. Measuring instrument used is a measure of adaptation Teamwork Quality (Hoegl & Geumenden, 2001) and the Trust in Co-workers Questionnaire (McAllister, 1995). The results of calculations using multiple regression showed  $R^2 = 0.508$  ( $p < 0.05$ ), which means interpersonal trust in co-workers affects the teamwork quality at 50.8%. Therefore, the interventions made in the study was designed to increase interpersonal trust in co-workers and teamwork quality. The intervention is a team building training. Intervention effects were measured by comparing the pre-test and post-test measurements of interpersonal trust in co-workers and teamwork quality.

The results of tests of significance differences in the calculation of pretest and post-test interpersonal trust in co-workers and teamwork quality using a t-test. The t-test values obtained for interpersonal trust in co-workers is -1.683 ( $p > 0.05$ ) and the value of t for teamwork quality is - 4.460 ( $p < 0.05$ ). This means there is no significantly scores increased in interpersonal trust in co-workers after a given intervention but teamwork quality scores increased significantly. The results of this analysis indicate that a given intervention can improve teamwork quality, but have not been able to increase the interpersonal trust in co-workers.