

# Optimalisasi Kinerja Karyawan melalui Team Building dengan Pendekatan Appreciative Inquiry (Rancangan Pelatihan) = Optimization of Employee Work Performance Through Team Building Using Appreciate Inquiry Approaching-A Training Design

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## Abstrak

This writing, as a final assignment will discuss about the employee's performance of Autocustom XYZ Ltd. The company had a unique characteristic of employee. Their working principle is like an artist, as described in the job description; they cannot be too restricted, but they are also need to be well managed. The company's characteristic is also not well structured, because they still do not have any clear prospective which can create a standard for the employees. This may leads to conflicts and work goals loss target.

One of the efforts to overcome this situation is to train the employee in building an effective team. Team building training is expectably can lead to employee's awareness about the importance of an effective teamwork. The awareness mentioned is to build cohesiveness, which is one of many criteria of an effective team.

Thus, a specialized team building training is formed using Appreciative Inquiry (AI) approaching. This training covers cognitive, affective, and psychomotor area including the 4D model from AI (discovery, dreams, design, and destiny) as a step to build a positive attitude so it may leads to the employee's awareness about the effective teamwork and can create optimum efforts.

An advantage for Autocustom XYZ Ltd. from this writing is well expected, and for other fellow student who in practice, willing to create a team building using appreciative inquiry approaching.