

# Program revitalisasi peran tim dan kompetensi anggota tim untuk meningkatkan innovation capability pada tim CID di PT CYZ = Team purpose revitalization and team members competency program to increase team innovation capability of team ABC at PT XYZ

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## Abstrak

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Inovasi 'New to the World' memerlukan tim yang efektif dengan indikator hadirnya team innovation capability. Tesis ini mengidentifikasi persepsi anggota dan pemangku kepentingan sebuah tim strategis di sebuah organisasi project management atas pengaruh 1) komposisi, konteks dan proses tim, 2) kompetensi teknis, 3) team learning dan 4) iklim intrapreneurship terhadap efektivitas tim untuk menciptakan dan meningkatkan team innovation capability dalam berinovasi mengembangkan sebuah sistem perbaikan proses kerja yang belum pernah diciptakan sebelumnya. Hasil penelitian menunjukkan keempat aspek

dipersepsikan berpengaruh positif terhadap efektivitas tim. Pada tim yang diteliti, peran dan kompetensi anggota tim merupakan faktor yang paling mendesak untuk ditingkatkan. Tesis ini menyarankan program intervensi pada revitalisasi peran dan peningkatan kompetensi anggota untuk meningkatkan innovation capability pada tim yang diteliti.

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<b>ABSTRACT</b><br>

'New to the World' innovations require effective teams which is indicated by a team innovation capability. This thesis identifies the perception of a strategic team members' and its stakeholders in a project management organization which has an effect on 1) team composition, context and process, 2) technical competence, 3) team learning and 4) organization intrapreneurship climate to this team's effectiveness on creating and improving team innovation capability to manage an innovation project of process improvement system development.

Findings proved that the four aspects have positive effects on the team effectiveness. In particular, the targeted team purpose and members' competency have the top priorities to be improved in order to result in the team effectiveness.

This thesis proposes an intervention program on purpose revitalization and competency improvement to increase the investigated team innovation capability; 'New to the World' innovations require effective teams which is indicated by a team innovation capability. This thesis identifies the perception of a strategic team members' and its stakeholders in a project management organization which has an effect on 1) team composition, context and process, 2) technical competence, 3) team learning and 4) organization intrapreneurship climate to this team's effectiveness on creating and improving team innovation capability to manage an innovation project of process improvement system development.

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