

Intervensi pelatihan teamwork untuk meningkatkan team effectiveness dan kesiapan karyawan untuk berubah di PT. X = Intervention of teamwork training for improving team effectiveness and employee readiness for change at X company

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20389882&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh team effectiveness terhadap kesiapan karyawan untuk berubah di PT. X. Tipe penelitian action research dengan responden sebanyak 73 karyawan. Alat ukur adalah adaptasi The Readiness for Change Scale (Hanpachern, 1997) dan Team Effectiveness Lencioni, 2005). Hasil perhitungan uji regresi linear menunjukkan nilai $R^2 = 0,359$ ($p < 0,05$) yang berarti teamwork mempengaruhi kesiapan karyawan untuk berubah sebesar 35,9%. Intervensi berupa pelatihan teamwork dirancang untuk meningkatkan teamwork dan kesiapan karyawan untuk berubah.

Hasil perhitungan efek intervensi menunjukkan signifikansi perbedaan sebelum dan sesudah intervensi pada teamwork dan kesiapan karyawan untuk berubah dengan Uji T atau T-Test; diperoleh nilai T untuk team effectiveness sebesar $-0,968$ ($p > 0,05$) dan untuk kesiapan untuk berubah sebesar $-1,911$ ($p > 0,05$). Hal ini berarti tidak terdapat peningkatan skor secara signifikan pada team effectiveness dan kesiapan untuk berubah setelah diberikan intervensi berupa pelatihan teamwork. Dengan demikian, pelatihan teamwork belum mampu meningkatkan team effectiveness dan kesiapan karyawan untuk berubah pada peserta pelatihan.

.....This research aims to determine the effect of team effectiveness to the employee readiness for change. The design of this study is action research study by number of study participants as many as 73 employees. Measuring instruments used is a measure of adaptation The Readiness for Change Scale (Hanpachern, 1997) and Team Effectiveness (Lencioni, 2005). The result of calculations using linear regression showed $R^2=0,359$ ($p < 0,05$), which means team effectiveness affects individual readiness for change at 35,9%. Therefore, the intervention made in the study was design to increase team effectiveness training and individual readiness for change. The intervention team work training. Intervention effects was measured by comparing the pre-test and post-test measurements.

The result of test of significance differences in the calculation of pre-test and post-test team effectiveness and employee readiness for change using a T-Test. The T value obtained for team effectiveness is $-0,968$ ($p > 0,05$) and the value of employee readiness for change is $-1,911$ ($p > 0,05$). This means there is no significantly scores increased in team effectiveness and employee readiness for change after the intervention. The result of this analysis indicate that a given intervention teamwork training can not improve team effectiveness and employee readiness for change.