

Identifikasi Faktor Penting untuk Meningkatkan Kualitas Teamwork Menggunakan Kerangka aTWQ: Studi Kasus Startup di Indonesia = Identification of Key Factors to Improve Teamwork Quality Using the aTWQ Framework: A Case Study of Startups in Indonesia

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Abstrak

Dalam bisnis saat ini, kebutuhan IT yang selalu berubah mendorong popularitas pengembangan perangkat lunak agile yang adaptif. Kerjasama tim menjadi krusial dalam menerapkan metode agile, memengaruhi kesuksesan proyek dan tujuan organisasi. Resesi global semakin menegaskan pentingnya kerja tim efektif bagi startup, terutama saat menghadapi upaya pengurangan anggota tim dalam situasi ketidakpastian tinggi. Tujuan penelitian ini adalah mengevaluasi kualitas kerja tim pada startup di Indonesia dan memberikan rekomendasi peningkatannya. Data dikumpulkan melalui survei online berdasarkan kerangka aTWQ dari startup-startup Indonesia. Penelitian ini menggunakan pendekatan Agile Teamwork Quality (aTWQ) sebagai alat evaluasi kualitas kerja tim, dengan fokus pada faktor-faktor kritis seperti communication, coordination, effort, cohesion, dan balance of contribution. Rekomendasi praktis mencakup pelatihan komunikasi efektif, penyediaan platform dokumen utama, penyesuaian waktu khusus untuk konfirmasi dan diskusi, penentuan forum yang tepat untuk membahas kendala komunikasi, pengakuan peran manajer dalam resolusi konflik, mendorong sesi berbagi informasi, penyelenggaraan kegiatan tim building, dan implementasi rotasi kolaborasi anggota proyek. Hasil penelitian ini diharapkan memberikan rekomendasi berharga bagi startup di Indonesia, mendukung peningkatan kualitas kerja tim dalam lingkungan startup yang dinamis.

.....In today's business, the ever-changing IT needs have propelled the popularity of adaptive agile software development. Team collaboration is crucial in implementing agile methods, influencing project success and organizational objectives. Furthermore, the global recession emphasizes the importance of effective teamwork for startups, especially when there are efforts to reduce team members amid high uncertainty. The aim of this research is to evaluate the teamwork quality in Indonesian startups and provide recommendations for improvement. To achieve this goal, data will be collected from Indonesian startups through an online survey based on the aTWQ framework. This study utilizes the Agile Teamwork Quality (aTWQ) approach as an evaluation tool for assessing team quality in an agile environment. The focus is on critical factors such as communication, coordination, effort, cohesion, and balance of contribution. Practical recommendations include effective communication training, provision of a central document platform, adjustment of specific time for confirmation and discussion, identification of appropriate forums for addressing communication constraints, recognition of the manager's role in conflict resolution, encouragement of sharing sessions, organization of team-building activities, and implementation of project team collaboration rotations. The findings of this research are expected to offer valuable recommendations for startups in Indonesia, supporting the enhancement of team quality in a dynamic startup environment.