

# **PENGARUH PELATIHAN *TRUST BUILDING* TERHADAP KUALITAS *TEAMWORK* PADA KARYAWAN PT. MG**

**Muhammad Aliyandri Akbar & Alimatus Sahrah**

Fakultas Psikologi Universitas Mercu Buana Yogyakarta  
e-mail: aliyandri.psi@gmail.com

## **ABSTRAK**

*Teamwork yang berkualitas dapat memberikan keseimbangan di antara para anggotanya, yaitu dengan menciptakan suatu lingkungan di mana mereka tertarik untuk memberikan kontribusi dan partisipasi dalam rangka mengembangkan lingkungan kerja yang positif dan efektif. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan trust bulding terhadap kualitas teamwork. Subjek pada penelitian ini berjumlah 16 orang yang dibagi menjadi kelompok eksperimen dan kelompok kontrol. Alat ukur adalah adaptasi skala kualitas teamwork (Hoegl & Geumenden, 2001) dan skala trust building (Blanchard, 2010). Pelatihan trust building dirancang untuk meningkatkan kualitas teamwork dengan menggunakan modul yang disusun berdasarkan aspek able, believable, connected, dan dependable. Desain penelitian adalah pretest-posttest control group. Hasil penelitian ini dapat disimpulkan: (1) hasil uji paired sample t-test menunjukkan ada peningkatan kualitas teamwork pada kelompok eksperimen signifikan lebih tinggi dari pada sebelum diberikan pelatihan trust building, diperoleh nilai  $t = -8,084$  dengan  $p = 0,000$  ( $p < 0,05$ ), sedangkan kelompok kontrol memperoleh  $t = -1,307$  dengan  $p = 0,232$  ( $p > 0,05$ ) yang berarti tidak ada peningkatan yang signifikan. (2) hasil uji independent sample t-test menunjukkan nilai  $t = 9,394$  dengan  $p = 0,000$  ( $p < 0,05$ ), hal ini menunjukkan ada perbedaan yang signifikan antara kualitas teamwork pada kelompok eksperimen dan kontrol setelah diberi pelatihan trust building.*

**Kata Kunci:** *Pelatihan Trust Building, Kualitas Teamwork,*

# **THE EFFECT OF TRUST BUILDING TRAINING ON THE TEAMWORK QUALITY FOR PT. MG EMPLOYEES**

**Muhammad Aliyandri Akbar & Alimatus Sahrah**

Faculty Psychology University of Mercu Buana Yogyakarta  
e-mail: aliyandri.psi@gmail.com

## **ABSTRACT**

*Quality teamwork can provide a balance among its members, namely by creating an environment in which they are interested in contributing and participating in the framework of developing a positive and effective work environment. This study aims to determine the effect of trust building training on teamwork quality. The subjects in this study were 16 people who were divided into the experimental group and the control group. Measuring instruments are the adaptation of the teamwork quality scale (Hoegl & Geumenden, 2001) and the trust building scale (Blanchard, 2010). Trust building training is designed to improve teamwork quality by using modules that are arranged based on the aspects of able, believable, connected, and dependable. The study design was a pretest-posttest control group. The results of this study can be concluded: (1) paired sample t-test results showed there was an increase in the quality of teamwork in the experimental group significantly higher than before being given trust building training, the value of  $t = -8,084$  with  $p = 0,000$  ( $p < 0,05$ ), while the control group obtained  $t = -1,307$  with  $p = 0,232$  ( $p > 0,05$ ) which means there was no significant increase. (2) the results of the independent sample t-test show the value of  $t = 9,394$  with  $p = 0,000$  ( $p < 0,05$ ), this shows that there is a significant difference between the quality of teamwork in the experimental and control groups after being given trust building training.*

**Keywords:** *Trust Building Training, Teamwork Quality,*