

**Anteseden dan Konsekuensi Perilaku Swakelola Tim:
Peran Pemoderasian Perilaku Pembelajaran Tim dalam Hubungan antara
Motivasi Prososial Tim, Perilaku Swakelola Tim, dan Perilaku Kewargaan
Organisasional Tim**

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INTISARI

Penelitian tim swakelola menunjukkan adanya hasil yang inkonsisten terhadap keefektifan tim. Menggunakan pendekatan sistemik “*input-process-output*” (I-P-O) dan berfokus pada pemberdayaan psikologi penelitian ini menawarkan variabel perilaku swakelola tim sebagai variabel penting di dalam tim swakelola. Penelitian ini dengan tegas membedakan antara swakelola sebagai desain pekerjaan dan swakelola sebagai perilaku. Sayangnya, penelitian perilaku swakelola tim masih terbatas dalam penjelasan mengenai variabel yang dapat mendorong perilaku swakelola tim. Penelitian ini bertujuan untuk menginvestigasi perilaku swakelola tim dengan anteseden dan variabel pemoderasian serta konsekuensinya pada perilaku swakelola tim. Pertama, disertasi ini menguji pengaruh motivasi prososial tim sebagai anteseden yang relevan dengan perilaku swakelola tim. Kedua, dilakukan pengujian peran pemoderasian perilaku pembelajaran tim pada pengaruh motivasi prososial tim terhadap perilaku swakelola tim. Ketiga, melakukan pengujian implikasi perilaku swakelola tim terhadap perilaku kewargaan organisasional (PKO) tim.

Penelitian ini melibatkan 218 responden dari 55 tim swakelola yang berasal dari 25 organisasi di Indonesia. Hasil pengujian hipotesis dengan menggunakan analisis regresi hirarkis menemukan bahwa motivasi prososial tim berpengaruh positif pada perilaku swakelola tim. Perilaku swakelola tim selanjutnya berpengaruh positif signifikan pada PKO tim. Namun, perilaku pembelajaran tim tidak memiliki efek pemoderasian dalam pengaruh motivasi prososial tim pada perilaku swakelola tim. Secara keseluruhan, hasil penelitian ini mendukung asumsi-asumsi mendasar dalam teori keefektifan tim swakelola sekaligus mengungkapkan bahwa keefektifan tim swakelola tidak berdiri sendiri tetapi dipengaruhi perilaku swakelola tim.

Kata kunci: *tim swakelola, perilaku swakelola tim, motivasi prososial tim, perilaku pembelajaran tim, perilaku kewargaan organisasional tim*

**Antecedents and Consequences of Team Self-Management Behavior:
Moderating Role of Team Learning Behavior in the Relationship between
Team Prosocial Motivation, Team Self-Management Behavior, and Team
Organizational Citizenship Behavior**

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ABSTRACT

Self-managed team research shows inconsistent results on team effectiveness. Using a systemic “input-process-output” (I-P-O) approach and focusing on psychological empowerment, this research offers the variable of team self-management behavior as an important variable in self-managed teams. This study clearly distinguishes between self-management as a job design and self-management as a behavior. Researches on team self-management behavior, unfortunately, are still limited in explaining the variables that can drive team self-management behavior. This study aims to investigate team self-management behavior with its antecedents and moderating variables and their consequences on team self-management behavior. Firstly, this dissertation examines the effect of team prosocial motivation as a relevant antecedent to team self-management behavior. Secondly, testing the moderating role of team learning behavior on the effect of team prosocial motivation on team self-management behavior. Third, testing the implications of team self-management behavior on team organizational citizenship behavior (OCB).

This study involved 218 respondents from 55 self-managed teams from 25 organizations in Indonesia. The results of hypothesis testing using hierarchical regression analysis found that team prosocial motivation had a positive effect on team self-management behavior. The next team's self-managed behavior had a significant positive effect on the team's OCB. The team learning behavior, however, did not have a moderating effect on the effect of team prosocial motivation on team self-management behavior. Overall, the results of this study support the basic assumptions in the theory of the effectiveness of the self-managed team as well as reveal that the effectiveness of the self-management team does not stand alone but is influenced by the behavior of the self-managed team.

Keywords: self-managed team, team self-management behavior, team prosocial motivation, team learning behavior, team organizational citizenship behavior