



INTISARI

Efektivitas tim dalam menyelesaikan proyek kerja sangat dipengaruhi oleh komposisi psikologis dan peran fungsional anggotanya. Dalam konteks manajemen industri, pendekatan ergonomi kognitif memandang pentingnya kesesuaian antara kapasitas mental individu, pembagian peran, dan tuntutan kerja tim. Penelitian ini bertujuan untuk menganalisis pengaruh kekuatan karakter dan peran tim terhadap kinerja individu dan kelompok menggunakan pendekatan psikologi positif. Penelitian dilakukan secara kuantitatif terhadap mahasiswa Teknik Industri Universitas Gadjah Mada yang mengikuti mata kuliah Proyek Terpadu pada Tahun Ajaran 2024/2025. Sebanyak 80 responden yang terbagi dalam 16 tim berpartisipasi dalam studi ini. Instrumen yang digunakan adalah *VIA Inventory of Strengths (VIA-IS)* dan *VIA Team-Roles*. Data dianalisis menggunakan korelasi Spearman, uji Kruskal–Wallis, regresi linear berganda, dan ridge regression. Hasil menunjukkan bahwa dari lima kekuatan karakter, hanya *perseverance* yang berhubungan signifikan terhadap kinerja tim. Dari tujuh peran tim, *Idea Creator* menunjukkan pengaruh negatif signifikan secara konsisten terhadap performa tim, khususnya pada fase implementasi, diikuti oleh *Decision Maker* pada fase tertentu. Secara individual, kombinasi kekuatan karakter dan peran tim hanya menjelaskan 26,7% variasi kinerja, dengan *Idea Creator* berpengaruh positif dan *Energizer* negatif. Namun, secara kelompok, model ridge regression menjelaskan hingga 91,4% variasi kinerja, dengan peran *Implementer*, *Idea Creator*, *Decision Maker*, serta kekuatan *Self-regulation* berkontribusi positif, dan peran sosial seperti *Energizer*, *Influencer*, serta kekuatan *Teamwork* berdampak negatif. Selain itu, keberagaman kekuatan karakter dominan dalam tim berpengaruh signifikan terhadap performa, di mana tim dengan tiga kekuatan dominan menunjukkan hasil terbaik, sementara keberagaman jumlah peran tidak menunjukkan pengaruh yang signifikan. Penelitian ini menekankan pentingnya penyusunan tim yang seimbang secara karakter dan peran fungsional untuk meningkatkan efektivitas kerja tim berbasis proyek dalam praktik manajemen industri modern.

Kata kunci: kekuatan karakter, peran tim, kinerja tim, ergonomi kognitif, manajemen industri, *ridge regression*.



ABSTRACT

Team effectiveness in project-based work is strongly influenced by the psychological composition and functional roles of its members. In the context of industrial management, cognitive ergonomics highlights the importance of aligning individual mental capacities, role distribution, and team task demands. This study aims to analyze the influence of character strengths and team roles on both individual and group performance using a positive psychology approach. A quantitative study was conducted involving Industrial Engineering students at Universitas Gadjah Mada who enrolled in the Integrated Project course during the 2024/2025 academic year. A total of 80 respondents, grouped into 16 teams, participated in this research. Data were collected using the VIA Inventory of Strengths (VIA-IS) and VIA Team-Roles instruments, and analyzed using Spearman correlation, Kruskal–Wallis test, multiple linear regression, and ridge regression. The results show that among the five character strengths examined, only perseverance had a significant positive relationship with team performance. Among the seven team roles, Idea Creator consistently had a significant negative impact on team performance, particularly during the implementation phase, followed by Decision Maker in certain project stages. At the individual level, the combination of character strengths and team roles explained only 26.7% of the performance variance, with Idea Creator having a positive effect and Energizer a negative one. At the group level, however, the ridge regression model explained up to 91.4% of team performance variance. Roles such as Implementer, Idea Creator, and Decision Maker, along with the strength of Self-regulation, contributed positively to team performance, while social roles such as Energizer, Influencer, and the strength of Teamwork showed negative effects. Additionally, the diversity of dominant character strengths within a team significantly affected team performance, with teams showing moderate diversity (three dominant strengths) achieving the highest performance. In contrast, the number of different roles represented within a team did not have a significant effect.

This study highlights the importance of forming teams with a balanced composition of character strengths and functional roles to enhance team effectiveness in project-based work within modern industrial management practices.

Keywords: *character strengths, team roles, team performance, cognitive ergonomics, industrial management, ridge regression.*