

## ABSTRACT

**Background:** Effective collaboration from all faculty members is needed to complete complex tasks, such as the accreditation process. This collaboration needs to be improved continuously to achieve better goals. One of the factors that influence teamwork is the personality type of its members. Therefore, this study aims to describe the personality types of faculty members, the effect of teamwork training, and to know the improvement of teamwork based on personality types of faculty members.

**Method:** The method used in this research is mixed method which consists of one group pretest-posttest and open-ended questions. This research was conducted at the Faculty of Medicine at Universitas Kristen Duta Wacana. Pretest and posttest were carried out before and after the teamwork training using teamwork skill assessment and evaluated qualitatively using open-ended questions at the end of the training. The DiSC test is used to determine the personality types of faculty members. The training was conducted for 3 hours using the game approach. This method used to make the training more interesting and not boring. Data quantitative were analyzed statistically with IBM SPSS 25. Data qualitative were analyzed with thematic analysis to explain quantitative data.

**Result:** The least number of research respondents were the dominance type and the highest was the type of steadiness. There was an increase in awareness of teamwork after training in teamwork with a game training approach ( $p=0,000$ ). In the personality types of steadiness and conscientiousness, a significant increase in teamwork was found ( $p=0,004$  and  $p=0,039$ ). From the qualitative results obtained opinions about training that are quite interesting and can improve skills in a short time. Besides, the facilitator can also maintain the training atmosphere so that it remains attractive. From the results obtained, it can be used for the sustainability of faculty development program at the Faculty of Medicine at Universitas Kristen Duta Wacana, as well as being taken into account in the recruitment process of new employees.

**Conclusion:** Teamwork training with a game training approach increases awareness of working together, especially in personality types of steadiness and conscientiousness.

**Keywords:** teamwork training, personality types, DiSC test, teamwork skill assessment

## INTISARI

**Latar Belakang:** Kerja sama yang efektif dari semua anggota fakultas sangat dibutuhkan untuk menyelesaikan tugas – tugas yang kompleks, seperti proses akreditasi. Kerja sama ini perlu ditingkatkan secara terus – menerus untuk mencapai tujuan yang lebih baik. Salah satu faktor yang mempengaruhi kerja sama team adalah tipe kepribadian anggotanya. Oleh karena itu, penelitian ini bertujuan untuk mengetahui gambaran tipe kepribadian, pengaruh pelatihan kerja sama terhadap kesadaran bekerja sama, serta melihat peningkatan kesadaran kerja sama berdasarkan tipe kepribadian pada staff fakultas.

**Metode:** Metode yang dilakukan pada penelitian adalah *mixed method* yang terdiri dari one group pretest-posttest dan *open ended questions*. Penelitian ini diadakan di Fakultas Kedokteran Universitas Kristen Duta Wacana. Pretest dan posttest dilaksanakan sebelum dan sesudah pelatihan kerja sama team menggunakan kuesioner penilaian bekerja dalam tim dan dievaluasi secara kualitatif menggunakan *open ended questions* di akhir pelatihan. Test DiSC digunakan untuk mengetahui tipe kepribadian dari para peserta pelatihan. Pelatihan dilaksanakan selama 3 jam dengan pendekatan game. Hal ini dilakukan supaya pelatihan menarik dan tidak membosankan. Pelatihan ini diikuti oleh 31 partisipan. Data kuantitatif dianalisa menggunakan IBM SPSS 25. Data kualitatif dianalisa menggunakan analisa tematik untuk memperjelas data kuantitatif yang didapatkan.

**Hasil:** Responden penelitian paling sedikit pada tipe dominan dan paling banyak pada tipe steadiness. Terdapat peningkatan kesadaran kerja sama team setelah pelatihan kerja sama team dengan pendekatan game training ( $p=0,000$ ). Pada tipe kepribadian steadiness dan conscientiousness, didapatkan peningkatan kerja sama team yang signifikan ( $p=0,004$  dan  $p=0,039$ ). Dari hasil kualitatif didapatkan pendapat tentang pelatihan yang cukup menarik dan dapat meningkatkan kemampuan dalam waktu singkat. Selain itu, fasilitator juga dapat mempertahankan suasana pelatihan supaya tetap menarik. Dari hasil yang didapatkan, dapat digunakan untuk keberlangsungan program *faculty development* di FK UKDW, serta diperhitungkan dalam proses rekrutmen pegawai baru.

**Kesimpulan:** Pelatihan kerja sama team dengan pendekatan game training meningkatkan kesadaran bekerja sama, terutama pada tipe kepribadian *steadiness* dan *conscientiousness*.

**Kata kunci:** pelatihan kerja sama, tipe kepribadian, test DiSC, penilaian kemampuan bekerja dalam tim