

The Role of Communication Climate and Trust within Team on Team Effectiveness of Student Organizations: Study among Undergraduate Students in Indonesia

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Abstract

Despite the fact that many researchers studied about the important of communication climate to support organizational effectiveness, there has been no research that studied the topic in student organizations setting. This study aims to examine the role of communication climate and trust within team on team effectiveness of student organization, by using multiple linear regression analysis. It was hypothesized that both communication climate and trust within team has a positive and significant contribution on team effectiveness. The current research was using cross-sectional design and with non-random sampling. The participants consisted of 214 undergraduate students who have been members of student organizations in the past 5 months or more from various universities in Indonesia. Result is aligned with the hypothesis, in which there is a positive and significant correlation between communication climate and trust within team with the team effectiveness of student organizations. Finding also showed the difference between male and female, which is male members get a lower score of team effectiveness than female. However, for further research to be more comprehensive, the researcher should examine the activeness of a member team in organization; also, it will be better if the participants were added to larger amounts to represent undergraduate students in Indonesia.

Keywords: *team effectiveness, communication climate, trust, student organization.*

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Abstract

Terlepas dari fakta bahwa banyak peneliti yang mempelajari tentang pentingnya iklim komunikasi untuk mendukung efektivitas organisasi, namun belum ada penelitian yang mempelajari topik tersebut dalam setting organisasi kemahasiswaan. Penelitian ini bertujuan untuk menguji peran iklim komunikasi dan kepercayaan dalam tim terhadap efektivitas tim organisasi kemahasiswaan, dengan menggunakan analisis regresi linier berganda. Dihipotesiskan bahwa baik iklim komunikasi dan kepercayaan dalam tim memiliki kontribusi positif dan signifikan terhadap efektivitas tim. Penelitian ini menggunakan desain cross-sectional dan dengan pengambilan sampel non-random. Peserta terdiri dari 214 mahasiswa S1 yang telah menjadi anggota organisasi kemahasiswaan selama 5 bulan terakhir atau lebih dari berbagai perguruan tinggi di Indonesia. Hasil ini sejalan dengan hipotesis, yaitu terdapat hubungan yang positif dan signifikan antara iklim komunikasi dan kepercayaan dalam tim dengan efektivitas tim organisasi kemahasiswaan. Temuan juga menunjukkan perbedaan antara laki-laki dan perempuan, dimana anggota laki-laki mendapatkan skor efektivitas tim yang lebih rendah daripada perempuan. Namun, untuk penelitian selanjutnya agar lebih komprehensif, peneliti harus mengkaji keaktifan anggota tim dalam organisasi; Selain itu, akan lebih baik jika peserta ditambah dalam jumlah yang lebih besar untuk mewakili mahasiswa S1 di Indonesia.

Keywords: *efektivitas tim, iklim komunikasi, trust, organisasi mahasiswa.*