

## INTISARI

Komposisi kepribadian tim perlu dipertimbangkan dalam upaya pengembangan teoretis keamanan psikologis tim. Teori kognitif sosial (TKS) dapat menjadi landasan dalam menjelaskan mekanisme psikologis pengaruh kepribadian anggota tim terhadap keamanan psikologis tim. Namun, komposisi kepribadian tim merupakan variabel yang kompleks. Komposisi kepribadian diklasifikasikan menjadi dua, yakni (1) keragaman sifat kepribadian tim dan (2) sifat kepribadian tim. Oleh karena itu, diperlukan landasan teori lain yang dapat melengkapi TKS dalam menjelaskan pengaruh komposisi kepribadian tim terhadap keamanan psikologis tim. Penelitian ini menguji integrasi TKS dengan *similarity-attraction theory* (SAT) dan *trait activation theory* (TAT) untuk mengurai pengaruh komposisi kepribadian tim terhadap keamanan psikologis tim. Selain itu, secara empiris, belum ada penelitian yang berupaya mengevaluasi aktivasi sifat kepribadian pada level tim. Penelitian ini menguji aktivasi sifat kepribadian pada level tim. Sampel penelitian ini melibatkan 198 tim yang berasal dari tim kediklatan, marketing rumah sakit, dan tim pengadaan barang/jasa. Analisis data dilakukan dengan regresi linear dan teknik analisis PROCESS. Hasil penelitian ini menunjukkan bahwa keragaman kepribadian tim ekstrasversi, kestabilan emosi, dan kompromistis terbukti berpengaruh negatif terhadap keamanan psikologis tim. Temuan ini memvalidasi integrasi TKS dan SAT. Selain itu, hasil penelitian menunjukkan bahwa interdependensi tugas tim yang tinggi memperkuat pengaruh sifat kepribadian tim ekstrasversi dan kestabilan emosi terhadap keamanan psikologis tim. Temuan ini memvalidasi integrasi TKS dan TAT. Hasil penelitian ini juga memberikan bukti empiris bahwa aktivasi sifat kepribadian dapat terjadi pada level tim. Penelitian mendatang disarankan mempertimbangkan konteks situasi yang lain karena konteks memberikan pengaruh yang berbeda pada setiap tim. Secara praktis, temuan ini dapat menjadi salah satu rujukan praktisi/manajer dan pimpinan organisasi dalam meningkatkan keamanan psikologis tim dengan mendesain komposisi kepribadian tim, khususnya pada tim pekerjaan yang memiliki karakteristik interdependensi tugas tim.

**Kata Kunci:**

*Keamanan Psikologis Tim, Kepribadian Tim, Interdependensi Tugas Tim*

## ABSTRACT

The composition of team's personality needs to be considered in an effort to develop a theoretical team psychological safety. Social cognitive theory (SCT) can serve as a basis in explaining the psychological mechanisms in the effect of team members' personalities on its psychological safety. However, the team personality composition is a complex variable. It is classified into two which include: (1) team personality diversity (TPD); and (2) team personality elevation (TPE). Hence, another theoretical basis is needed to serve as a complement to SCT in elucidating the effect of its personality composition on team psychological safety. This study integrates SCT and the similarity-attraction theory (SAT) as well as the trait activation theory (TAT) to analyze the effect of team personality composition toward team psychological safety. Moreover, empirically, no studies have ever been conducted to evaluate the activation of personality traits at the team level. This study, therefore, is an attempt to examine the activation of personality traits at team level. The samples of this study involved 198 teams ranging from the educational training teams, the hospital marketing teams as well as the goods and services procurement teams. Data analysis was performed using linear regression and the PROCESS analysis techniques. The results of this study indicate that TPD extraversion, TPD emotional stability, and TPD agreeableness show a negative effect toward team psychological safety. These findings validate the integration of SCT and SAT. In addition, the results show that high team task interdependence strengthens the effect of TPE extraversion and TPE emotional stability toward team psychological safety. These findings validate the integration of SCT and TAT. The results of this study also provide empirical evidence that the activation of personality traits can occur at the team level. It is highly recommended that future researches take the context of other situations into account as it may produce a divergent effect on each team. Practically, these findings can serve as a reference for either practitioners, managers, or organizational leaders in order to increase the team psychological safety by designing the team personality composition, especially for work teams with the characteristics of team task interdependence.

**Keywords:** *Team Psychological Safety, Team Personality Composition, Team Task Interdependence*