



## INTISARI

Penelitian ini menguji kemungkinan terjadinya hubungan kurvalinier (*inverted U-shaped*) antara kekohesifan tim dan kinerja tim pada desain penelitian tim kerja. Hubungan kurvalinier ini digunakan untuk menjelaskan pengaruh positif kekohesifan tim terhadap kinerja pada titik tingkat kekohesifan tertentu, setelah kekohesifan tim melewati titik infleksi maka peningkatan level kekohesifan akan menurunkan kinerja tim. Hubungan linier positif antara kekohesifan tim dan kinerja tim dapat dijelaskan oleh teori pertukaran sosial. Teori-teori emosi, yaitu teori afek pertukaran sosial, teori pertukaran sosial dalam emosi, dan teori pemikiran kelompok dapat menjelaskan mekanisme penurunan kinerja tim sebagai akibat dari kekohesifan tim yang tinggi. Tim kerja yang berpartisipasi dalam penelitian ini berasal dari perusahaan manufaktur dan jasa yang berjumlah 414 anggota tim yang tersebar di 90 tim kerja. Pengujian hipotesis dilakukan dengan analisis regresi kuadratik. Hasil analisis terhadap data empiris pada penelitian ini memberi dukungan terhadap hubungan kurvalinier (*inverted U-shaped*) antara kekohesifan tim dan kinerja tim.

**Kata Kunci:** Kekohesifan Tim, Kinerja Tim, Emosi Positif Tim, Kurvalinier

## ABSTRACT

This study examines the possibility of the occurrence of a curvilinear relationship (inverted U-shaped) between team cohesiveness and team performance on a work team research design. This curvilinear relationship is used to explain the positive influence of team cohesiveness on team performance when the level of cohesiveness reaches a certain point, while beyond the inflection point an increase of cohesiveness level will lower team performance. The positive linear relationship between work team cohesiveness and team performance can be explained by social exchange theory. Theories of emotions and groupthink theory offer an explanation of the mechanism of the decrease in team performance as a result of high cohesiveness. Theories of emotions, namely an affect theory of social exchange and the social exchange theory of emotions. The work teams participating in this research were from manufacturing and service organizations with a total of 414 team members divided into 90 work teams. The hypotheses testing was conducted in quadratic regression. The result analysis of the empirical data supports the curvilinear relationship (inverted U-shaped) between team cohesiveness and team performance.

**Key words:** Team Cohesiveness, Team Performance, Team Positive Emotions, Curvilinear