



Pengenalan Riset Keperilakuan dengan Unit Analisis Tingkat Tim Pada Bidang Manajemen/Bisnis

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Disampaikan Pada:

Seri Diskusi Metodologi di Bidang Ekonomi dan Bisnis

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Gambaran Paparan

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Unit Analisis

(Sekaran dan Bougie, 2016)

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Individu

Dyadic

Group/ Tim

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Pengenalan Unit Analisis Tim

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Sekelompok individu yang saling berintegrasi untuk menghasilkan sinergi melalui aktivitas penyelesaian tugas tim yang terkoordinasi sehingga menghasilkan kinerja tim yang tinggi dari masing-masing individu (Robbin dan Jessen, 2014)

Efektivitas tim

Kreatif, inovatif,
aktif, energik,
efektif



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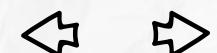
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Tingkat Pengukuran

- Data diukur/ diambil dari setiap individu yang bergabung dalam tim.
- Kemudian data tersebut harus melalui proses agregasi sehingga layak menjadi data level tim.



Prinsip Agregasi Data (Hitt *et al.*, 2007)

Composition

Menggunakan statistik deskriptif standar untuk merepresentasikan hubungan (asosiasi) antara *low level* ke *high level*/unit analisis

Yakni

Average (Rerata)
Variance

Compilation

Data dari level yang lebih rendah digabungkan dengan cara yang kompleks dan non-linear

Misal

- Mengukur kompetensi tim:
Menghitung kompetensi setiap anggota tim yang berkontribusi pada keseluruhan indeks kompetensi.
- Satu individu yang memiliki kompetensi terbesar di dalam tim

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Prosedur Pengolahan Data Level Tim



Uji Konsensus

Menilai seberapa representatif data yang diukur dari level individu untuk mewakili tim

1. Homogenitas varians antar tim/ Rwg (J)
2. Interrater reliability/ ICC

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I. Homogenitas varians antar tim - Within Group Aggrement/ RWG(j) (James et al., 1984)

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Menunjukkan telah terjadinya konsensus diantara para anggota tim

Rule of thumb $\geq 0,7$ (James et al., 1984)

RWG(j) dihitung menggunakan formula matematika tertentu



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Formula Matematika Perhitungan Rwg (j)

$$r_{WG} = 1 - \frac{s_x^2}{s_{mpv/m}^2}$$



Within Group Aggrement (Lindell et al., 1999)-
Single Item

s^2 = observed variance on the variable X

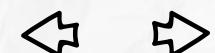
$s^2_{mpv/m}$ = expected variance on this variable
when there is a complete lack of agreement
among the raters



$$s_{mpv/m}^2 = \frac{k[M(H + L) - M^2 - H \cdot L]}{(k - 1)}$$



k = number of observed ratings
M = mean rating under maximum variance
H = highest rating on the scale
L = lowest rating on the scale
(Wagner et al., 2010)



2. Interrater Reliability- *Interclass Correlation Coefficient/ ICC* (James, 1982; Bliese dan Halverson, 1998; Bliese, 2000)

ICC 1

- Mengindikasikan terjadinya konsensus diantara anggota tim dimana varians antar tim lebih besar dibanding varians dalam tim
- *Rule of thumb* $\geq 0,12$

ICC 2

- Apakah suatu tim dapat dicirikan berdasarkan jawaban-jawaban anggota tim
- Standar konvensional untuk menentukan kelayan rerata sebagai skor level tim
- *Rule of thumb* $\geq 0,7$

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- 1. Mencari nilai ICC menggunakan *software* SPSS atau R Program
- 2. Tutorial Mencari ICC dengan SPSS
 - a. *Analyze -> Scale -> Reliability Analysis*
 - b. Masukkan item masing-masing variabel ke dalam kotak item
 - c. Pilih kotal *f-test* dan centang *interclass correlation cofficients*
 - d. Jenis analisis, yaitu *one-way random* (ICC1) dan *two-way random* (ICC2) *consistency* dengan *confidence interval* 95%
 - e. Output-> *Interclass correlation coefficients-> single measures.*



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Data yang sudah
diagregasi dan lolos uji
konsensus bisa
digunakan untuk
analisis lebih lanjut
(konsistensi internal,
validitas, dan uji
hipotesis)



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Referensi

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Thanks!

Do you have any questions?

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