

Pengaruh agile practice terhadap project performance melalui psychological empowerment dan innovative behaviour: studi pada pekerja tim agile perusahaan berbasis teknologi di Jabodetabek = The effect of agile practices on project performance through psychological empowerment and innovative behavior: a study on workers in agile teams in technology-based companies in greater Jakarta

Muhammad Fairuz Alief, author

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Abstrak

Agile sebagai pendekatan manajemen proyek yang menekankan pada kecepatan dan adaptasi melalui eksperimentasi terhadap pengguna dilihat sebagai jawaban bagi bisnis agar bisa adaptif dalam menghasilkan inovasi di tengah pasar yang dinamis dan penuh ketidakpastian akibat kondisi BANI (brittel, anxious, non-linear, incomprehensible). Akan tetapi, keberhasilan proyek inovasi tidak akan pernah lepas dari peran individu di dalam tim, terutama kaitannya dengan perasaan terberdayakan dan perilaku inovatif. Penelitian ini bertujuan menganalisis pengaruh dari praktik-praktik Agile terhadap perilaku inovatif melalui pemberdayaan psikologis serta pengaruh perilaku inovatif terhadap performa proyek. Penelitian dilakukan kepada para pekerja perusahaan teknologi di Jabodetabek yang bekerja di dalam tim Agile. Data terkumpul berjumlah 100 responden dengan teknik analisis data SEM PLS. Hasil penelitian menjawab hipotesis yang menunjukkan bahwa praktik Agile terkait keberagaman tim, pengembangan secara inkremental & iteratif, serta komunikasi agile secara statistik memiliki pengaruh signifikan terhadap perilaku inovatif melalui pemberdayaan psikologis. Selanjutnya perilaku inovatif terbukti berpengaruh positif terhadap performa proyek. Hasil penelitian ini diharapkan dapat memberikan manfaat secara akademis dan praktis terutama bagi para praktisi Agile.

.....Agile as a project management approach suitable for speed and adaptation through user experimentation is seen as an explanation for being able to adapt in producing innovations during a dynamic and uncertain market due to BANI conditions (brittle, anxious, non-linear, incomprehensible). However, the success of an innovation project will never be separated from the role of individuals in the team, especially with feelings of empowerment and innovative behavior. This study aims to analyze the effect of Agile practices on innovative behavior through psychological empowerment and the effect of innovative behavior on project performance. The research was conducted on technology company workers in Jabodetabek who work in the Agile team. Collected data as many as 100 respondents with data analysis techniques SEM PLS. The results of the study answer the hypothesis that Agile practices related to team diversity, incremental & iterative development, and agile communication statistically significantly influence innovative behavior through psychological empowerment. Furthermore, innovative behavior proved to have a positive effect on project performance. The results of this study are expected to provide academic and practical benefits, especially for Agile practitioners.