

Pengaruh Mental Model Terhadap Efektifitas Kerja Tim Awak Kokpit Penerbangan Komersial = The Influence of Mental Models to Teamwork Effectiveness of Commercial Aviation Cockpit Crew

Rumeser, J.A.A., author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920531061&lokasi=lokal>

Abstrak

Penelitian ini dirancang untuk membuktikan bahwa awak kokpit penerbangan komersial mempunyai mental model yang mempengaruhi efektivitas kerja tim. Sampel penelitian adalah awak kokpit (pilot) yang masih terlibat di kegiatan tim selama 1 tahun terakhir (N=208 pilot). Pengolahan data menggunakan SPSS PASW STATISTIC 18 dan LISREL 8.72 dengan metode pengujian model fit dan signifikansi. Hasil penelitian menunjukkan bahwa mental model awak kokpit dibangun oleh indikator-indikator trust, openness, realization dan interdependence (TORI) dan tidak dipengaruhi oleh usia awak kokpit. Dengan kata lain, semua awak kokpit mempunyai mental model TORI. Mental model tersebut mempengaruhi efektivitas tim kerja awak kokpit. Variabel ketiga yaitu faktor kepemimpinan dan faktor pembelajaran bersama-sama dengan mental model memberikan pengaruh positif terhadap efektivitas tim kerja awak kokpit. Khusus bagi awak kokpit yang berpengalaman kerja lebih dari 11 (sebelas) tahun terbukti faktor kepemimpinan (L=Leadership) menjadi bagian dari indikator mental model (TORIL).

.....This study is designed to prove that commercial airline cockpit crew have mental models which influence the effectiveness of teamwork. Samples of the research were cockpit crew (pilots) who are still involved in team activities during the last 1 year (N = 208 pilot). SPSS PASW Statistics 18 and LISREL 8.72 was used for data processing with model fit and significance testing methods. The result shows that the mental models of the cockpit crew was built on the indicators of trust, openness, realization and interdependence (TORI) and was not influenced by the age of the cockpit crew. In other words, all cockpit crew showed adoption of the TORI mental model. These mental models affect the effectiveness of cockpit crew's work teams. The third variable which is the leadership and learning factors together with the mental model provided a positive influence of the effectiveness of the cockpit crew's work teams. In addition, especially for seasoned cockpit crew with more than 11 (eleven) years of work experience, it has been proven that the leadership factor (L = Leadership) is a part of the (TORI-L) mental model indicator.