

## ABSTRAK

Indra Lesmana, 111141021, Hubungan Antara Stres Peran Tim Terhadap Kinerja Tim Dengan Perilaku Belajar Tim Sebagai Variabel Intervening Pada Pekerja Di PT. PERTAMINA (persero) Area Jatim Balinus Surabaya, Tesis, Program Studi Magister Profesi Psikologi Fakultas Psikologi Universitas Airlangga, Surabaya, 2013.

XV + 159, 36 lampiran.

*Penelitian ini bertujuan untuk mengetahui hubungan negatif antara stres peran tim terhadap kinerja tim dengan perilaku belajar tim sebagai variabel intervening pada pekerja di PT. PERTAMINA (persero) Area Jatim Balinus Surabaya. Stres peran tim adalah suatu reaksi organisme terhadap rangsangan yang merusak, reaksi tersebut terkait dengan peran tertentu yang merupakan harapan individu mengenai perilaku untuk suatu posisi dalam sebuah struktur sosial dalam lingkup tim dan kelompok. Stres peran tim terdiri dari beberapa sub dimensi yaitu ambigu peran, konflik peran, overload peran kuantitatif dan overload peran kualitatif. Kinerja tim adalah suatu viabilitas tim yang digunakan untuk mengukur sejauhmana tim dapat memenuhi tujuan dan seberapa baik outputnya memenuhi misi tim. Perilaku belajar tim adalah suatu proses adaptasi terhadap perubahan, pemahaman yang lebih luas, atau dalam hal peningkatan kinerja tim.*

*Penelitian ini dilakukan di PT. PERTAMINA (persero) Area Jatim Balinus Surabaya dengan jumlah subyek sebanyak 193 orang. Alat pengumpulan data berupa kuesioner mengenai stres peran tim, perilaku belajar tim, kinerja tim diadaptasi dari penelitian Savelsbergh (2012), Muller dan Turner's (2007). Teknik analisa data dilakukan dengan analisa jalur.*

*Dari hasil analisis data penelitian diperoleh kesimpulan bahwa terdapat hubungan yang bermakna antara stres peran tim, perilaku belajar tim dan kinerja*

*tim. Stres peran tim secara langsung berpengaruh positif terhadap kinerja tim, sedangkan perilaku belajar tim tidak dapat digunakan sebagai variabel mediasi hubungan antara stres peran tim terhadap kinerja tim.*

Kata kunci: Stres Peran Tim, Perilaku Belajar Tim, Kinerja Tim

Daftar Pustaka, 34 (1964-2012)

### ABSTRAK

Indra Lesmana, 111141021, *Correlation between Role Stress Team with Performance Team and Learning Behavior Team as Intervening Variable in Workers at PT.PERTAMINA (persero) Region Jatim Balinus, Thesis, Post Graduate Program, Psychology Department of Airlangga University, Surabaya, 2013.*

XV + 159, 36 attachments.

*This study aims to find a negative relationship between the role stress team with performance team and learning behavior team as an intervening variable in workers at PT. Pertamina (Persero) Region Jatim Balinus. The role stress team is a reaction of the organism to harmful stimuli, such reactions associated with a particular role expectations regarding the behavior of the individual for a position in a social structure within the team and the group. The role stress team consists of several sub-dimensions of role ambiguity, role conflict, role overload quantitative and qualitative role overload. Performance team is a team that viability is used to measure how far the team can meet its output goals and how well it meets the mission team. Study abroad team behavior is a process of adaptation to change, greater understanding, or in terms of improving performance team.*

*This research was conducted at PT. Pertamina (Persero) Region Jatim Balinus with a number of subjects as much as 193 people. Data collection tools such as questionnaires regarding the role stress team, learning behavior team, the performance of the research team adapted Savelsbergh (2012), Muller and Turner's (2007). Techniques of data analysis done with path analysis.*

*From the analysis of the research data it is concluded that there is a significant association between the role stress team, learning behaviors team and performance team. The role stress team direct positive effect on performance*

*team, while the behavior of team learning can not be used as a variable mediating the relationship between the role stress team against performance team.*

**Key Word:** *Role Stress Team, Performance Team, Learning Behavior Team*

References, 34 (1964-2012)