

**EFFECT TEAMWORK AND REWARD SYSTEM ON WORKFORCE
AGILITY OF EMPLOYEES AT PT. "X" IN CENTRAL JAKARTA**

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ABSTRACT

The purpose of this study was to determine the effect of teamwork and reward system on workforce agility on employees of PT. "X" in Central Jakarta, which is a lubricant distributor company. Respondents of this study as many as 129 people who are still actively working at PT. "X" which is located in Central Jakarta with saturated sampling. The research instrument used is the result of adaptation and modification of the measuring instrument with a total of 11 items for teamwork (Bucchloch, 2000) with Cronbach's Alpha value = 0.892, then 17 items for the reward system (Ivancevich, 2000) with Cronbach's Alpha value = 0.891 and 18 items for workforce agility scale (Sherehiy and Karwowski, 2014) with Cronbach's Alpha value = 0.812. This test was adapted and developed by Tunjiyah (2020) for the teamwork scale, Faisal Hidayat (2018) for the reward system scale. Data analysis used descriptive data and inference analysis. The results showed that there was a partially positive effect for teamwork 0.227 (22.7%), reward system 0.293 (29.3%) and simultaneous influence ($F = 20,903$, $sig = 0.000$) of 0.249 (24.9%) on workforce agility to employees of PT. "X" in Central Jakarta. Thus, the results of this study indicate that the reward system has a greater influence on workforce agility. The resulting positive influence means that the higher the teamwork and the reward system, the higher the work force agility of the employees of PT. "X" in Central Jakarta.

Keywords : *Teamwork, Reward System, Workforce Agility*

**PENGARUH *TEAMWORK* DAN *REWARD SYSTEM* TERHADAP
WORKFORCE AGILITY PADA KARYAWAN PT. “X” DI JAKARTA
PUSAT**

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ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *teamwork* dan *reward system* terhadap *workforce agility* pada karyawan PT. “X” di Jakarta Pusat yang merupakan perusahaan distributor pelumas. Responden penelitian ini sebanyak 129 orang yang masih aktif bekerja di PT. “X” yang berada di Jakarta Pusat dengan sampling jenuh. Instrumen penelitian yang digunakan adalah hasil adaptasi dan modifikasi dari alat ukur dengan total 11 aitem untuk *teamwork* (Bucchloch, 2000) dengan nilai *Alpha Cronbach’s* = 0,892, kemudian 17 aitem untuk *reward system* (Ivancevich, 2000) dengan nilai *Alpha Cronbach’s* = 0,891 dan 18 aitem untuk skala *workforce agility* (Sherehiy dan Karwowski, 2014) dengan nilai *Alpha Cronbach’s* = 0,812. Tes ini diadaptasi dan dikembangkan oleh Tunjiyah (2020) untuk skala *teamwork*, Faisal Hidayat (2018) untuk skala *reward system*. Analisis data menggunakan data deskriptif dan analisis inferensi. Hasil penelitian menunjukkan adanya pengaruh yang positif secara parsial untuk *teamwork* 0,227 (22,7%), *reward system* 0,293 (29,3%) dan pengaruh secara simultan ($F = 20,903$, $sig = 0,000$) sebesar 0,249 (24,9%) terhadap *workforce agility* pada karyawan PT. “X” di Jakarta Pusat. Dengan demikian, hasil penelitian ini menunjukkan *reward system* memiliki pengaruh lebih besar terhadap *workforce agility*. Pengaruh positif yang dihasilkan artinya semakin tinggi kerja sama tim (*teamwork*) dan sistem penghargaan (*reward system*) maka semakin tinggi ketangkasan kerja karyawan (*workforce agility*) pada karyawan PT. “X” di Jakarta Pusat.

Kata Kunci : *Teamwork*, *reward system*, *workforce agility*