

ABSTRAK

**Upaya Membangun Kerjasama Tim Efektif
Pegawai Rumah Sakit Paru Rotinsulu Melalui Metode *Outbound*
Pada Pelatihan *Capacity Building* di Lembaga Pelatihan PT Duta Transformasi Insani
Bandung
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Penelitian ini dilatarbelakangi adanya pengembangan kerjasama tim pegawai Rumah Sakit Paru Rotinsulu dalam rangka pengembangan kapasitas sumber daya manusia. Lembaga Pelatihan PT Duta Transformasi Insani merupakan lembaga yang menyelenggarakan pelatihan *capacity building* bagi pegawai RS Paru Rotinsulu dengan metode *outbound*. Penelitian membahas mengenai upaya membangun kerjasama tim efektif pegawai RS melalui metode *outbound*. Tujuan penelitian adalah mengetahui gambaran pelatihan *capacity building* di Lembaga Pelatihan PT DTI, mengetahui tahapan penerapan metode *outbound*, mengetahui kerjasama tim setelah mengikuti pelatihan, mengetahui faktor pendorong dan penghambat pelatihan. Metode penelitian yang digunakan adalah metode deskriptif dengan pendekatan kualitatif. Pengumpulan data dilakukan dengan wawancara dan studi dokumentasi. Subjek penelitian terdiri dari dua informan pengelola Lembaga Pelatihan PT DTI dan tiga orang pegawai RS Paru Rotinsulu. Hasil pelatihan dapat disimpulkan: gambaran pelatihan *capacity building* di PT DTI secara garis besar sudah memenuhi standar baik, memperhatikan aspek-aspek komponen dalam pengelolaan program pelatihan. Tahapan penerapan metode *outbound* dilakukan berdasarkan prinsip *experiential learning*. Kerjasama tim pegawai lebih efektif karena *outbound* memberi manfaat secara sosiologis, psikologis dan spiritual. Faktor pendukung pelatihan adalah lokasi, sarana prasarana dan trainer. Faktor penghambat pelatihan adalah minimnya keberfungsian fasilitator dan kemampuan berenang peserta. Rekomendasi penelitian adalah lembaga melakukan *pre test* dan *post test* untuk mempermudah dalam mengukur keberhasilan pembelajaran sebagai salah satu bahan evaluasi program.

Kata Kunci : *Pelatihan, Metode Outbound, Kerjasama Tim Efektif*

Laela Nurbayani Nusaibah, 2016

UPAYA MEMBANGUN KERJASAMA TIM EFEKTIF PEGAWAI RUMAH SAKIT PARU ROTINSULU MELALUI METODE OUTBOUND PADA PELATIHAN CAPACITY BUILDING DI LEMBAGA PELATIHAN PT DUTA TRANSFORMASI INSANI (DTI) BANDUNG

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ABSTRACT

Efforts to Build Effective Teamwork Employees Hospital Pulmonary Rotinsulu Through Outbound Methods at Capacity Building Training In Training Institute of PT Duta Transformasi Insani (DTI) Bandung

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This research is to motivate their development teams collaboration for employees Hospital Pulmonary Rotinsulu in order for capacity development of human resources. Training institutions PT Duta Transformasi Insani is an institution that organizes the training on capacity building for the employees of the Hospital Pulmonary outbound method. The research deals with efforts to build an effective team cooperation officer of Hospital through outbound method. The purpose of the study is to know the description of capacity building training in training institutions PT DTI, knowing the stages of the application of the method of outbound, knows teamwork after following training, knowing the driving factor and a barrier to training. The research method used is descriptive qualitative approach method. Data collection is done with the interview and documentation study. The subject of the research consisted of two informants who manages training institutions PT DTI and three employees of the Hospital Pulmonary Agent. The results of the training can be inferred: a capacity building training in PT DTI outline already meet the standards of good, pay attention to the aspects of the components in the management training program. The stages of the application of the method is done based on the outbound experiential learning. Teamwork more effective employee because outbound benefit in sociological, psychological and spiritual. Supporting training factor is location, infrastructure and trainer. Restricting factors of training is the lack of keberfungsian facilitators and participants swim ability. Recommendations research institutes do pre test and post test for ease in measuring the success of learning as one of the ingredients the evaluation program.

Keywords: Training, Outbound Methods, Effective Teamwork

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