

***STRATEGY FOR BUILDING TEAMWORK TO IMPROVE
TRAINING TEAM'S SELF-EFFICACY AND PERFORMANCE OF
SURABAYA RELIGIOUS EDUCATION AND TRAINING CENTER***

THESIS PROPOSAL

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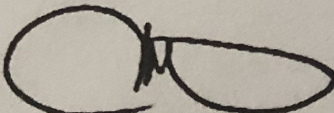
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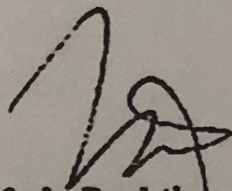
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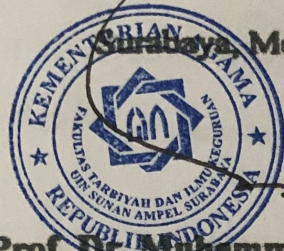
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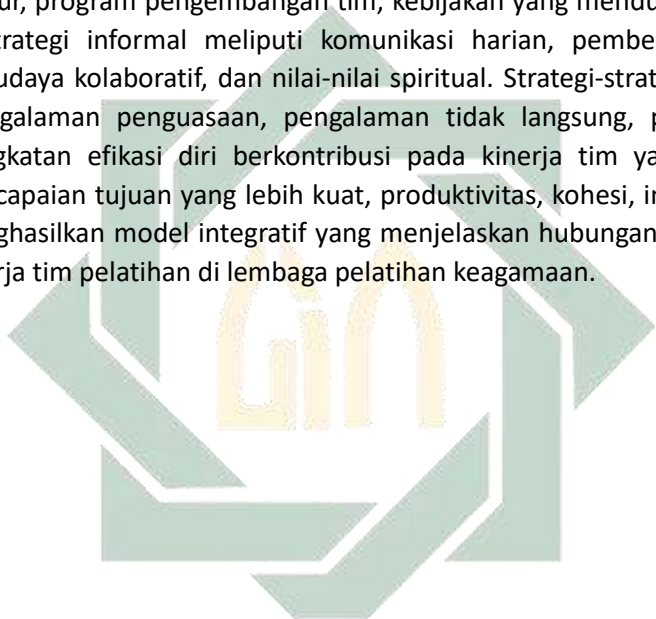
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ABSTRAK

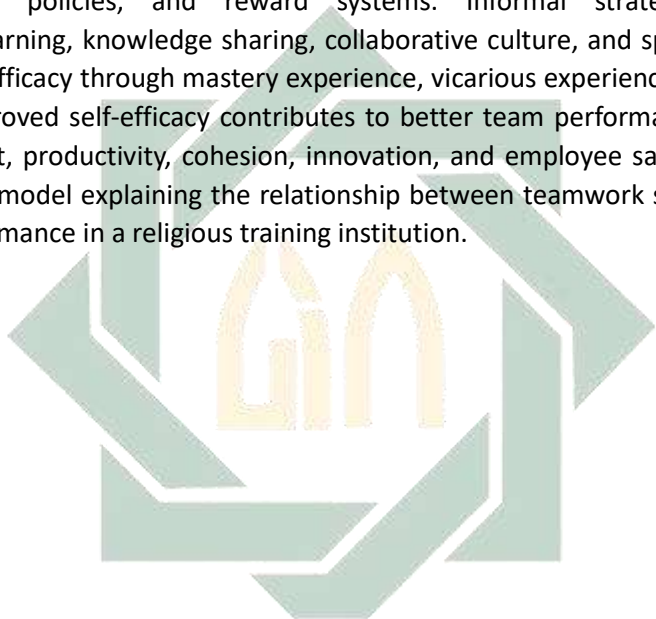
Studi ini menganalisis strategi Pusat Pendidikan dan Pelatihan Agama Surabaya dalam membangun kerja tim untuk meningkatkan efikasi diri dan kinerja tim pelatihan. Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus, yang berfokus pada strategi pengembangan kerja tim, proses peningkatan efikasi diri tim, dan dampak strategi tersebut terhadap kinerja tim pelatihan. Data dikumpulkan melalui wawancara, observasi, dan dokumentasi, kemudian dianalisis menggunakan model interaktif Miles, Huberman, dan Saldaña. Hasil penelitian menunjukkan bahwa Pusat Pendidikan dan Pelatihan Agama Surabaya menerapkan strategi pengembangan kerja tim yang komprehensif yang mengintegrasikan pendekatan formal dan informal. Strategi formal meliputi peran tim yang terstruktur, program pengembangan tim, kebijakan yang mendukung kolaborasi, dan sistem penghargaan. Strategi informal meliputi komunikasi harian, pembelajaran antar rekan, berbagi pengetahuan, budaya kolaboratif, dan nilai-nilai spiritual. Strategi-strategi ini meningkatkan efikasi diri melalui pengalaman penguasaan, pengalaman tidak langsung, persuasi verbal, dan dukungan sosial. Peningkatan efikasi diri berkontribusi pada kinerja tim yang lebih baik, yang ditunjukkan melalui pencapaian tujuan yang lebih kuat, produktivitas, kohesi, inovasi, dan kepuasan karyawan. Studi ini menghasilkan model integratif yang menjelaskan hubungan antara strategi kerja tim, efikasi diri, dan kinerja tim pelatihan di lembaga pelatihan keagamaan.



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ABSTRACT

This study analyzes the strategy of the Surabaya Religious Education and Training Center in building teamwork to improve the self-efficacy and performance of the training team. The research uses a qualitative approach with a case study method, focusing on teamwork development strategies, the process of improving team self-efficacy, and the impact of these strategies on training team performance. Data were collected through interviews, observation, and documentation, then analyzed using the Miles, Huberman, and Saldaña interactive model. The findings show that BDK Surabaya applies a comprehensive teamwork development strategy integrating formal and informal approaches. Formal strategies include structured team roles, team development programs, collaboration-supporting policies, and reward systems. Informal strategies include daily communication, peer learning, knowledge sharing, collaborative culture, and spiritual values. These strategies improve self-efficacy through mastery experience, vicarious experience, verbal persuasion, and social support. Improved self-efficacy contributes to better team performance, shown through stronger goal attainment, productivity, cohesion, innovation, and employee satisfaction. This study produces an integrative model explaining the relationship between teamwork strategy, self-efficacy, and training team performance in a religious training institution.



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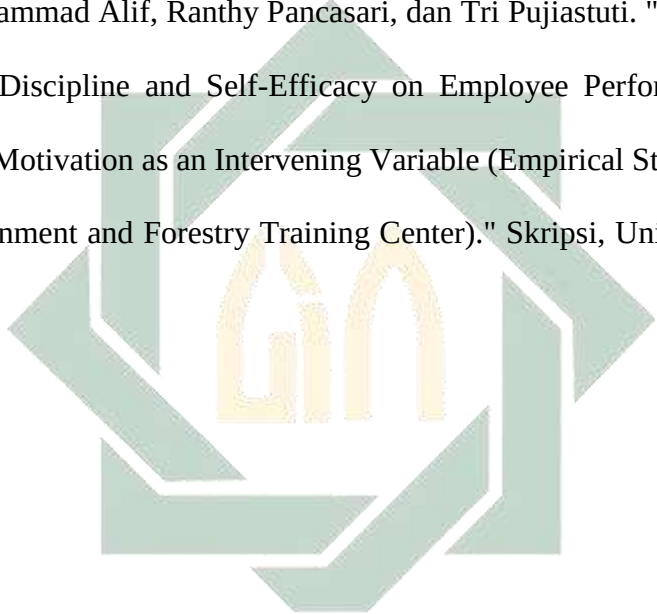
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