



ANALYZING THE IMPACT OF OUTBOUND TRAINING TO INCREASE TEAMWORK AMONG STUDENTS: A SYSTEMATIC LITERATURE REVIEW

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ABSTRACT

A team can be said to be successful if there are tricks in it to achieve that success. In running a game, a team must be able to achieve success. One trick that can be done to achieve this success is good teamwork and cooperation. In this case, a team, to achieve success, is expected to do something together by helping each other as a team or group. In the research of this article, six literature reviews were used, and keywords for each data were used to search the Google Scholar and ResearchGate bases from 2018 to 2023. A result of this literature review explains how the results of teamwork achieve success. From the topics that have been found, we get topics such as the importance of teamwork to increase self-confidence, courage, creative thinking, team unity, effective communication, responsibility, cooperation and trust between team members. The success of a team is obtained by good and cooperative cooperation so that it will create the ability to train confidence, courage, creative thinking, and team unity.

KEYWORDS

Teamwork, Successful, Cooperative.

INTRODUCTION

Changes in management can have a positive effect on team performance in an organization (Laila & Mardi, 2022). These changes can happen anytime and anywhere. When one talks about change, there will be several views and ideas where one has different emphasis and goals. Change for the better requires the carrying capacity of various competent parties in a running system. Therefore, if the existing system has not run well, changes need to occur.

Outbound is a form of providing direct experience to trainees that can cultivate intellectual, emotional, and physical experiences (Budiarti et al., 2022; Lita et al., 2023). Outbound as a form of change in the learning model of non-formal education is an example of the evolution and reform of educators and education personnel (Sugandi, 2017). In these activities there are elements that will affect the confidence of a strong leader, solid teamwork and the development of self-confidence. Another benefit of outbound activities is fostering tolerance and responsibility for oneself and the surrounding community (Diana et al., 2020; Rochmah et al., 2012).



One effective learning method is through outbound activities that involve physical exercise or games. This method effectively equips leaders or management of all lines with character and teamwork-building activities and outdoor activities that sharpen leadership potential (Umar, 2011). Outbound activities mean that outdoor activities contain games, education, and recreation elements (Rustiawan & Rohendi, 2021; Buchori et al., 2016). Through interesting light games, participants face a challenge to solve together by momentarily releasing their respective attributes. So, it is expected to create an atmosphere of familiarity, togetherness, and teamwork, which will help overcome bigger problems (Umar, 2011; Darmansyah et al., 2023).

Basically, humans are not perfect creatures but social creatures where humans cannot live alone. Wherever in any field, humans need each other. A solid, strong, and sturdy team is one in which some individuals respect each other, respect each other, work hand in hand, and sacrifice their time, mind, and energy in running a problem at hand so that the problem can be solved be overcome as lightly as possible.

According to Agoes Susilo (Susilo, 2004) that the impact of outbound training psychologically can be seen after 2 (two) to 3 (three) months after training, especially in terms of effectiveness. Experience in outbound activities provides positive input in developing one's maturity. The experience started with the formation of the group. Then each group will face how to work together. Together make decisions and have the courage to take risks. The purpose of outbound, in general, is to foster confidence in oneself to provide a process of self-therapy (those with abnormalities) in communicating and generate mutual understanding so as to create mutual trust between others (Jannah, 2022; Sarifah et al., 2023).

Good teamwork is very necessary to achieve these goals (Lasmi et al., 2022; Ramadhani et al., 2021). The teamwork here is defined as activities that are managed and carried out by a group of people who are members of one organization. Teamwork can be trained through outbound activities carried out by each member. This activity encourages each member to become a team player, meaning they play an important role in the effectiveness of organizational work (Lawasi & Triatmanto, 2017). A group is said to be teamwork and produces an optimal result has many dimensions, including:

- 1) Goal setting.
- 2) Commitment.
- 3) Effective role.
- 4) Leadership.

Teamwork is the highest competitive advantage in a group or association. Building a solid team is possible and simple, but it is not easy to realize. Because teamwork or group work is a way to master some behaviors of members or people in an organization that are not the same, which is theoretically not complicated but very difficult to apply in everyday reality. Good teamwork or group will be created if every member of the team or group has the same commitment. That's why doing more teamwork or group work requires courage, perseverance, and discipline (Puspita & Prihaningsih, 2007). Therefore, this outbound activity carries the theme of teamwork so that students can connect and cooperate with each other.

MATERIALS AND METHODS

The type of research used is by researching literature studies. Sugiyono (Sugiyono, 2013) said that research in literary studies is research by finding, collecting, and analyzing relevant reference results from various sources such as books, articles, journals, and documents related to existing problems. So, it can be said that research is a literature study that is carried out by finding sources based on relevant documents to explain the game of patterns and colours and fly ball in increasing cooperation



in a team which in this case is expected to be able to train self-confidence, courage, creative thinking, team unity, effective communication, responsibility, cooperation and trust between team members (Falah, 2014). The source of the data obtained in this study is primary data, such as the research results or relevant scientific and theoretical writings related to the game of patterns and colours and fly balls. The results of this research or writing can be found in online databases such as Google Scholar and the like of this.

RESULTS

Author (year), country	Design	Purpose	Result
Juniati, W., Hazizah, N., (2020). Indonesia.	Literature study research	This study aims to improve the ability of pre-mathematical classification of early childhood.	The results of this study, indicate that the magnitude of the effect of colour sorting games in improving the ability of pre-mathematical classification that can make children able to group objects according to colour, shape, size and weight.
Petare, A., Landge, R., (2021). India.	An empirical study.	This paper aims to understand the Effectiveness of Outbound Training on Faculty Members.	This study concludes that, The Outbound Training approach will help to impart learning on organizational needs such as Leadership, Strategic Thinking, Conflict Management, Team Building, Effective Communication, Quality Improvement, Mentoring and Skill Development.
Aqobah, Q. J., Ali, M., Decbeline G., Raharja, A.T., (2020). Indonesia.	Library Research.	Identify traditional games that are able to stimulate cooperative behaviour in early childhood	Learning cooperation in children can increase the attitude of responsibility towards themselves and the group and solidarity towards friends. Teachers can improve collaboration between children through traditional games. Traditional games that improve cooperation include dragon snake games, gobak sodor, and other games. Traditional games



			carried out in open areas can lead to communication between team members, deliberation, and exchange of ideas which are elements of cooperation.
Yusriadi, (2022). Indonesia.	Qualitative descriptive approach to phenomenology	The correct and effective implementation of outbound management training to improve the soft skills of participants, especially in the aspects of intrapersonal skills and interpersonal skill	The implementation of outbound management training pays attention to the objectives and competent instructors/trainers, and its implementation must be according to the plan and the circumstances of the participants. Group games can improve intrapersonal and interpersonal skills, such as ball tossing, balloon train, and other games. The positive impact of outbound is that it can improve communication, empathy, good working relationships, and conflict management.
Sukartaatmadja, I., Muktiadji, N., Effendy, M., (2020). Indonesia	Articles	The main objective of the implementation of outbound activities is train participants to be able to adapt to the changes that exist by forming an attitude of professionalism of the participants based on change and development of character, commitment and expected performance the better.	Implementation of Community Service activities in the form of Outbound activities. There are several satisfaction indicator of the training include: 1. The response shown by the participants during the activity. 2. The friendly and very fluid atmosphere shown by the participants consists of superiors and subordinates. 3. Community service activities can be used as knowledge sharing to implementation for trainers and participants.
Rochmawati, I., Sutarto, J., Anni, T. C., (2017). Indonesia	History Articles	Cooperative learning learning model through chained games or chain games is expected to provide great	Model cooperative learning through chained games is effective because there is an increase from pretest to posttest. Research based on the children's response and the teacher's



contribution to child development especially in increasing children's cooperation in one group.

response gave a more positive response, the results stated the use of cooperative learning models through chained games practically used to improve children's cooperative abilities 5-6 years.

DISCUSSION

Outbound management training is a method that uses a way of providing training through direct experience in the field or called experiential learning (Yusriadi, 2022). In outbound training, a team is formed to create good communication and mutual support between individuals so that the team becomes compact. The method used in outbound training is group games presented in the form of fun games and middle games. Traditional or folk games can be used as outbound inspiration to increase teamwork (Aqobah et al., 2020). The games can be fun, simple, and with a low to medium level of complexity. Traditional games in outbound training that can be used to improve cooperation, including:

1. Ball tossing

The game is conducted by 4 to 6 participants who carry the ball from the starting point to the end point using rope aids (Yusriadi, 2022). This game requires concentration and teamwork so that the ball carried does not fall and must repeat again.

2. Ballon train

This game is carried out by several participants who line up with each other and then pass one ball from front to back without using hands (Yusriadi, 2022). Victory will be obtained by the team that first puts the ball in the back row and teamwork is reflected in effective communication within one team.

3. Dragon snake

This game is played by 2 people acting as gates and other participants marching back as if they were dragons and followed by singing dragon snake songs (Aqobah et al., 2020). In this game there is no winning and losing but only practicing cooperation through communication between team members.

4. Gobak sodor

This game is carried out on a rectangular field that has been given at front line to the back line and then participants are divided into 2 groups, namely defenders and attackers (Aqobah et al., 2020). The guard group must hit the attacking player to the ground in order to achieve victory and then roll. In this game, effective communication between team members and strategies made together reflect good teamwork.

5. Color sorting games

Sorting colors is the process of categorizing or differentiating colors (Juniati & Hazizah, 2020). Color sorting is an important activity for children before they learn about numbers and counting. By learning to group objects by color, children can understand objects that have similarities and differences, so that they can group them into the same group or category. The ability to group objects by color it means of learning for young children to differentiate one color from another. The ability to group objects by color is a developmental phase for children aged 4-5 years which they think intuitively. Children can classify objects according to their groups and show interest in sensory motor activities such as color, size, or shape, sound, taste, weight, and smell.



6. Chained games

Chained games are games that sort pieces of images sequentially or alternately so as to form a full image unity (Rochmawati et al., 2017). This game trains problem-solving skills, tolerance, respect for the opinions, attitudes and actions of others. Therefore, the socialization ability of a child will appear when playing this game with group mates.

In outbound training, satisfaction needs to be considered so that the main goal of forming good teamwork can be achieved (Sukartaatmadja et al., 2020). This satisfaction can be seen from the direct response of participants during the activity, the familiarity of participants, and the sharing of knowledge. Outbound training has a better impact on increasing cooperation than other training because it will provide useful learning in an organization or team such as leadership, strategic thinking, conflict management, team building, effective communication, quality improvement, mentoring, and skill development (Petare & Landge, 2021). The other impact of outbound management training:

1. Intrapersonal skills

Intrapersonal skills are increased as a result of outbound management training, namely the ability to think critically, the ability to take initiative, commit to the organization, be proactive, creative, innovative, confident, self-control, a spirit of achievement, strategic decision-making, and dare to take risks.

2. Interpersonal skills

Interpersonal skills are increased as a result of outbound management training, namely increased communication skills with the team, the ability to lead groups, empathy among team members, establishing teamwork relationships, managing conflicts, increased ability to direct, and organize in a team.

CONCLUSIONS

Based on the results and discussion in this study it was concluded that outbound activities are useful in forming the character of teamwork, facilitating adaptation to the environment and new friends. The games that can be played in outbond include ball tossing, balloon train, dragon snake, gobak sodor, color sorting, and chained games. The success of a team is obtained by good and cooperative cooperation so that the ability to train self-confidence, courage, creative thinking, and unity will be created. team. Outbound is useful in future student learning activities, especially in developing their intrapersonal skills and interpersonal skills that can be used in the organization or other teamwork.

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Conflict of Interest

The authors declare that they have no known financial or interpersonal conflicts that might have looked to have influenced the research presented in this study.

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