

Business Games

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Abstract. Business games are such training methods that are popular in managerial skill training. Since managerial skills are complex and need abstract thinking, business games are chosen as alternatives that might be compatible with those demands. The cognitive learning involved in business games is claimed as the greatest benefit of employing these methods in training sessions. However, utilising business games into training sessions should follow some steps in order to have maximum benefits. The process of selecting, applying and evaluating the result is the focus of this paper. Some critical views have also been provided due to some limitations of these methods.

Key words: business games, managerial skills, cognitive learning, training sessions

Abstrak. Permainan bisnis merupakan metode pelatihan yang populer dalam pelatihan keterampilan manajerial. Karena keterampilan manajerial itu kompleks dan membutuhkan pemikiran abstrak, dipilihlah permainan bisnis sebagai alternatif yang diharapkan memenuhi tuntutan tersebut. Pembelajaran kognitif yang terlibat dalam permainan bisnis dianggap memberikan manfaat terbesar pada penggunaan metode ini dalam sesi-sesi pelatihan. Namun, menerapkan permainan bisnis dalam sesi-sesi pelatihan seyogianya mengikuti beberapa langkah agar memperoleh hasil yang maksimal. Proses seleksi, penerapan, dan evaluasi hasil menjadi pusat kajian ini. Beberapa pandangan kritis juga dikemukakan karena beberapa keterbatasan metode ini.

Kata kunci: permainan bisnis, keterampilan manajerial, pembelajaran kognitif, sesi-sesi pelatihan

By the time "the training explosion era" in the decades of the 1960's and 1970's, various methods of training also emerged. Many training experts who did their practice in popular companies created and developed new methods since they designed different training for any purposes. There is no single method, which can be used for all purposes; therefore several methods were developed and utilised in order to reach better results.

Considering the objective of training, which must increase skill of trainees, methods of training should be designed to match with

this objective. In "technical" skill domains, it might be easier to find a suitable method due to clarity and visibility of those skills. However, for managerial' skill domains it might be harder to create a compatible method since managerial skills are more complex and abstract.

Business games, or sometimes named as management games, is one of training methods widely used in managerial skills training. These methods have become popular since people found many advantages of employing them in managerial