

Impact of Teamwork on Organisation Performance

M. Apoorva

Student, Department of Commerce, Mount Carmel College, Bengaluru, India

Abstract: Teamwork can be said as collaboratively working together along with the other members of the organization in order to achieve the prescribed goals of the organization. Teamwork is very essential in an organization in order to lessen the workload and collectively perform all the tasks of the organization in an efficient manner. It can benefit the organization in a long run to sustain in the market and to make the best out of all the resources in the organization. This study concentrates on how the teamwork can impact the overall conditions of the organization and how they can have a positive force both on the organization as well as the employees. To achieve this purpose, structured questionnaire was used as an instrument to gather primary data from the respondents (n=60) using Random Sampling Technique. The results of the study reveal that teamwork is the best method to be adapted in an organization. It concludes by providing suggestions and measures on efficiency at effectiveness of teamwork.

Keywords: Organization, teamwork, efficiency

1. Introduction

The process of working collaboratively with a group of people in order to achieve a goal is called teamwork. Teamwork is an important part of a business, because it is usually necessary for colleagues to figure well along, attempting their best in any circumstance. Teamwork means individuals can try and get together, using their individual skills and providing constructive feedback, despite any personal conflict between individuals. Teams will expand the outputs of people through collaboration. Employees who are working in teams become the standard for the organization. The effects of teamwork on organization are that they can increase efficiency, the ability to focus different minds on the same problem, and mutual support. When a team works well along as a unit they're ready to accomplish over the individual members will do alone. Teamwork creates higher quality outcomes that area unit additional economical, thoughtful, and effective, as well as faster. Individuals enjoy cooperation through mutual support and a good sense of accomplishment

2. Review of literature

The following literature studies were done to understand the concept of the study

Jones and A. Richard (2007) focus on studies of the teamwork that there are several causes and reasons that clarify and highlight the link between teamwork and the level and

quality of the performance in workplace. It states that understanding the impact of teamwork on performance is important because teamwork is viewed by some researchers as one of the key driving force for improving a firm's performance

Cohen. S.G. and Bailey, D.E. (1999) conducted a study that focuses on studies in which the dependent variables are concerned with various dimensions of effectiveness. A heuristic framework illustrating recent trends in the literature depicts team effectiveness as a function of task, group, and organisation design factors, environmental factors, internal processes, external processes, and group psychosocial traits. The review discusses four types of teams: work, parallel, project, and management.

Alie, R.E.Beam and Carey, T.A. (1998) said that the management literature reports an increasing emphasis on the use of teams by business firms. Moreover, corporate recruiters often remark that they are looking for college graduates who can work effectively in teams and understand management processes. This article describes the operation of a two-course undergraduate management program in which students gain experience working as managers, subordinates, and peers in team settings.

Bacon, N. and Blyton, P (2006) said that the paper explores the 'mutual gains' argument that employees benefit when team working is introduced alongside employee involvement in problem-solving and within a co-operative industrial relations climate. It reports worker outcomes from negotiations to introduce team working across two steelworks. Moderate union branches and employees at one of the works co-operated with managers in joint problem-solving teams to redesign work.

3. Statement of the problem

Every organization, either large or small, struggles to acquire productivity in the performance so as to achieve success and maintain a valuable image in this present world of organizational competitions and it is the wish of organizations to see the input they use and the output they have at the end. The population of workers in an organization may be very large and yet that organization achieves a very low productivity and with no improvement in their products. This could occur as a result of absence of teamwork in such organizations and if so, then there are other organizations that have teams and yet achieve little or no productivity at all. It may

be as a result of such problems

4. Scope of the study

The scope of the study will help us to understand how teamwork can improve the performance of the organization and its impact on the employees and the organization. To define the effects of teamwork, leadership in an organization

A. Objectives

The study aims:

- To understand the effect of teamwork on organization performance
- To understand the perception of teamwork
- To understand the relationship between employer and employees in the organization.
- To understand the problem solving techniques through teamwork

B. Operational definition

- *Teamwork*- The process of working collaboratively with a group of people in order to achieve a goal.
- *Problem solving technique*-The process of working through details of a problem to reach a solution. Problem solving may include mathematical or systematic operations and can be an estimate of an individual's critical thinking skills.

C. Limitations of the study

- An underlying assumption for the entire project is that the details and feedback received from the population is true.
- Sample of only 100 respondents is selected for the study.
- It is very difficult to evaluate the impact and effectiveness of teamwork
- The study has been restricted to Bengaluru city in general.

D. Research methodology

The primary data is collected through a structured questionnaire. The total number of respondents is 60. The overview is completed by methods for self-managed, organized poll and secondary information is gathered from articles, journals and research papers.

5. Data analysis and interpretation

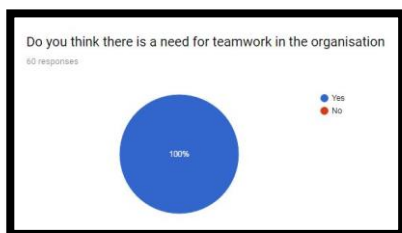


Fig. 1. Need for teamwork

From the above Fig. 1, it is observed that out of the total 60 respondents, 100% of the people agree that there is a need for teamwork in an organization.

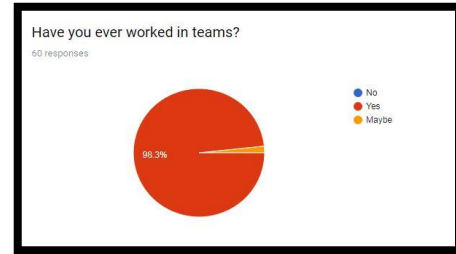


Fig. 2. Working in teams

From the above Fig. 2, it can be observed that 98.3% of the people in the 60 respondents have worked in teams, and 1% people say they have maybe worked in teams and nil% say no.

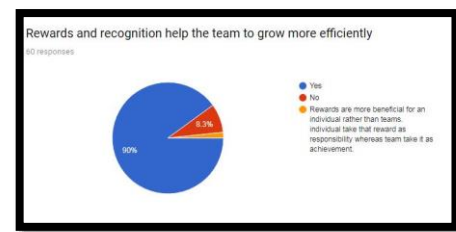


Fig. 3. Rewards and recognition

From the above Fig. 3, we can understand that 90% of the people agree that there is need for rewards and recognition to grow efficiently in teams whereas 8.3% of people say No and 1% of the people say that rewards are beneficial for individuals rather than teams and teams take the rewards as achievement for the work they have done.

Table 4:

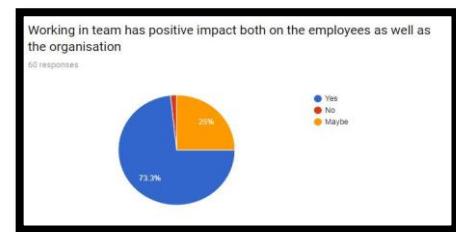


Fig. 4. Impact on teamwork on employees and the organization

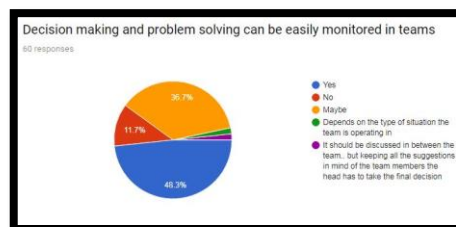


Fig. 5. Decision making and problem solving through teams

From the above Fig. 4, it can be said that 73.3% of the respondents agree that working in teams has a positive impact both on the employees as well as individuals; whereas 25% of the people say that there is no positive impact by working in teams.

From the above Fig. 5, it can be observed that 48.3% of the people say decision making and problem solving can be easier in teams whereas 11% of people say no, 36.7% say maybe it can help sometimes and others say I can depend on the type of situation team is operating in.

A. Findings

- From the above study, 60 people (100%) agree that there is need for teamwork in an organization.
- It can be seen that most of the respondents have worked in teams before and it can have a positive impact both on employees and organization.
- It can be seen that 90% of the people agree that rewards and recognition play an important role in making the team more efficient
- From the study it can be observed that 48.3% say that the decision making and problem solving can be easier in teams than done individually.

B. Suggestions

- From the above study we can say that most of the organizations should adapt teamwork which helps the organization become more efficient
- It can be seen that there is positive impact both on the individuals as well as the organization by working in teams

- Rewards and recognition must be given from time to time to encourage and employees and grow more efficiently.
- Teamwork helps to lessen the workload of the people in the organization and mainly helps in improving the organization

6. Conclusion

Working together with a set of people can be described as teamwork. Teamwork is necessary to lessen the workload to operate more efficiently and quickly in an organization. The above study identified the impact of team, benefits and how it can help both the employer and employees to grow. To conclude I would suggest that there is necessity of teams in organization in order to lessen the workload of the people in the organization and to achieve its goals more efficiently.

References

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