

## Effect Of Teamwork On Employee Performance

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### Abstract

*Organizations need teamwork, especially in the fiercely competitive world of today. Research indicates that establishments prioritizing collaboration experience increased innovation, improved problem-solving skills, quicker identification of errors, and increased efficiency. One of the most crucial elements in raising employee performance within the company is teamwork. Studies indicate that collaborative efforts yield superior outcomes for businesses compared to solo endeavors. Every business has particular targets and goals to achieve. Numerous elements determine the company's ability to successfully achieve these aims and goals. The efficient and productive work that its employees do is one of these factors. Businesses operating in the same industry and market today face intense rivalry from one another. As a result, there is more focus placed on the individual accomplishments of the employees at work, where it is believed that the success of teamwork affects employee performance. The goal of this essay is to look into how employee performance is affected by good teamwork, including effective communication, interpersonal skills, trust, team cohesion, and accountability.*

**Keywords:** Teamwork, Employee Performance, Leadership, Team Spirit, Team Building.

### Introduction

With the level of business rivalry increasing, a company's ability to survive in the market depends heavily on the effectiveness of its personnel. Hiring knowledgeable people who can save them money and time is the aim of businesses. Employees who operate in environments where cooperation is highly valued consistently meet deadlines, accomplish<sup>1</sup> organizational objectives, and realize project goals. The existence of a teamwork idea is a prerequisite for assisting staff members in collaborating creatively towards shared objectives. A team outperforms a person when a task requires knowledge, judgment, and opinion in a broader range (Obiekwe, Omah & Ibibhunun, 2020). Working in teams has the benefit of increasing productivity significantly in fields that call for operational management, high levels of adaptation, and innovative problem-solving (Vašková, 2007).

According to recent studies, working in teams may increase productivity (Jones & Peter 2017). Employees must collaborate, segment information, overcome disagreements, and put team interests ahead of personal ones in order to benefit the team as a whole and the company where they work (Jalal & Putri, 2015). Employee performance determines an organization's performance, and cooperation is regarded as one of the key components that ensure the effective and efficient accomplishment of the goals and objectives set forth by the

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organization (West, 2012). The emphasis on teamwork is a reflection of the belief that intangible resources, like teamwork, are more important to an organization's market value (Stiles, 2005) and that effective teamwork is directly linked to excellent organizational performance (Tim, 2017).

Although it requires gradual nurturing, teamwork has the ability to enhance both the individual employee and organizational performance (Ingram, 2000). In this day of globalization, when there are no business borders between nations, the rivalry on a worldwide scale is growing, which puts a lot of pressure on businesses and raises expectations from customers. Because of this, businesses need to consider the possibility of collaborating more. It appears that there is sufficient evidence to support the claim that, despite its significance, little study has been done on it. (Iftikhar, 2017).

## **Literature Review**

(Abdulle and Aydintan's 2019) study, "The Effect of Teamwork on Employee Performance in Private Banks," The results of the study showed that cooperative traits like trust, cohesion, spirit, esprit de corps, and knowledge sharing had a positive impact on performance. A 2018 study by (Phina et al. 2018) examined the relationship between cooperation and employee productivity in a business. A small number of medium-sized companies were the subject of the investigation and was found to have varied degrees of positive relationship with the dependent variable and employee performance (Sanyal & Hisam 2018) made an effort to examine how cooperation affects performance in the workplace. The researcher discovered a strong correlation between performances on the one hand and the independent variables that indicate the elements of cooperation, such as leadership, trust, performance evaluation, structure, and rewards, on the other. A 2015 study by (Emmanuel Osei Boakye 2015) was titled "The Impact of teamwork on employee performance". The purpose of the study was to determine how cooperation affected organizational performance. It was abundantly evident that the performance of the organization was positively correlated with teamwork and other team performance metrics. The study's findings demonstrated that cooperation significantly improves organisational effectiveness. The study "Effect of Teamwork on Employee Performance" was conducted (Sheikh et al. 2012) and the findings provided unambiguous proof that employee performance is favourably correlated with teamwork and other performance indicators.

### **1. Importance of Teamwork in Organization**

**(a)Encourages Problem Solving:** Teamwork is crucial when several individuals are collaborating to solve an issue. The only option available to everyone working on an organisation issue is to rely on their own expertise and experience. Team members combine their ideas and arrive on novel solutions to challenges. Issues are not limited to this circumstance. One possible explanation for the issue could be that a customer made a product to fill a need they were unaware of. Additionally, two or more people develop ideas, eliminate unnecessary portions, and build on each other's thinking (D. Mcewan, 2017)

**(b)Enhances Communication:** Effective organizational communication is built on teamwork. Workers who work alone on projects or individually cannot rapidly share fresh knowledge or expertise. This incoherence increases the amount of time needed to complete tasks, assignments, or solutions. Collaborating as a group pushes workers to discuss the current task with each other and could even discourage them from doing the opposite action. For example, productivity is lost when one worker doesn't realise that a certain solution to a problem is a dead end while another is already trying to use it (E. Salas 2015). When two people collaborate, they might also feel more comfortable seeking input or counsel from an outsider and refraining from turning their wheels into unsuitable situations.

**(c)Boosts Work-Flow Speed:** Cohesion is a key result of cooperation within an organisation. This stability could be the consequence of stronger chemistry, better teamwork, or both. Employees that are cohesive are less prone to confront one another and accept one another's choices more skillfully. Team synergy will significantly increase the workflow speed of a business.

**(d)Taking Advice from Colleagues:** When workers in a company work together as a team, everyone benefits. Staff members from different offices can provide one another with insights regarding the advantages and disadvantages of their departments, therefore this knowledge shouldn't be restricted to the particular experiences of the staff members. For instance, a marketing department will see that requests from other departments are unjust if they are made on a frequent basis and are unfulfilled.

**(e)Feeling of Belonging:** When members of a team are cohesive and work well together, they feel like they are a part of something good. It's a common desire to be a member of a winning team, but success isn't guaranteed. The losses are easier to bear because the squad shares them. As they remember their past triumphs and work together to win again, the team members encourage and support one another. This makes for productive relationships.

**(f)Efficiency:** The most obvious advantage of teamwork is increased productivity. The workload can be divided up in this fashion, which will lessen it overall. Because of this, the procedures are usually finished in record time and within the time limits. Your employment is based on your qualifications and area of competence. The degree of significance is an additional tool for job distribution. In addition to being a skilled teacher, you may be an expert in architecture, which the company might utilise. As a result, the business will also gain.

**(g)Better Relations with Employees:** It is anticipated that working under the open-door paradigm on the same level will enhance employee satisfaction. It's more likely that co-workers are related. All successful projects are motivated by a feeling of oneness and mutual emotions. Generally, there's a shared sense of self-assurance and companionship.

**(h)Shared accountability:** When working as lone individuals on a purpose, employees are likewise under pressure. They are under more and more social pressure at work. The goal of the community as a whole is to have the product function as a unit. Hence, if a drag occurs at any moment as a result of the weakness, the entire team works around it, and the specialised person is free to solve the problem until the real one is discovered. It is the goal of team managers to ensure that their teams perform well in order to drive results.

## 2. Factors Associated with Teamwork

Building a professional workforce is difficult because of the hurdles posed by current technology and the growing industry competitiveness. The best strategies for overcoming these obstacles to teamwork are constructive leadership, self-assurance, and good communication. Without these, it is almost unable to develop an effective team environment. The following components are crucial for the effectiveness and competency of teamwork: a) Mutual trust amongst teammates. b) Being ready to participate in a range of intellectual discussions. c) Acquiring the ability to stick to choices and game plans. d) Teams with clear roles and duties for each member and effective leadership and team structure. e) Appropriately assessing team members' performance and recognising and awarding exceptional effort. a) Concentrating on reaching group objectives Many studies have been conducted on the variables that affect team performance. It has been demonstrated that task features, work organisation, and team composition all impact team performance (Rosen, 2008).

**(a)Team Spirit and Employee Performance:** Team spirit is the mindset and outlook that workers have for the organisation. The result indicates that members of a team collaborate to

achieve common objectives. Team spirit is the collective feelings, attitudes, and convictions of the group members. Moreover, the team spirit inside the organisation is essential to achieving the shared objective of the team (Boyt et al. 2005). Teamwork is the key to success in the organization. A different study claims that an organization and a team gain from team spirit (Homburg et al. 2002).

**(b)Team Leadership and Performance:** A team cannot work effectively if members are unable to agree on tasks and make sure that everyone is sharing the workload. Leadership is needed to get team members to agree on the details of the task and how it fits together to integrate different skills. This leadership can come from management or within the team members. Numerous researches on the behavior of leaders and the efficacy of teams have been done. According to research by (Bucic, Robinson, and Ramburuth 2010), a leader's style of leadership—transformational, transactional, or ambidextrous—has an impact on the team and is essential to the performance and learning of the team as a whole.

**(c)Team Trust and Performance:** Having faith in team members professional skills and competence, the idea of team trust emerges (Sanyal & Wamique, 2018). When team members grow to believe in one another's abilities, trust between them builds. A study found that trust among team members fosters individual skill development and coordination (Erdem & Janset, 2003). According to (Mickan & Rodger 2000), there is a positive association between trust and team performance. The behavioral basis for teamwork is established by trust, and this promotes employee performance and organizational synergy. Trust and team performance are strongly connected, claim (Rodger and Mickan 2000). Team trust has the capability to uphold the behavioural concepts and beliefs of collaboration in addition to boosting people's personalities and assisting them in developing their abilities. Cooperation cannot exist until trust is ingrained in the team's structure. Team members feel free to discuss and offer opinions on any subject without fear of rebuke or censure in an environment that is highly positive and healthy when there is a culture of trust.

**(d)Teamwork and Employee Performance:** Numerous studies have been conducted in the past few years on the influence of cooperation on workers' occupational performance (Jones et al. 2007). According to experts, teamwork is a critical professional skill that is required to activate and improve employee performance inside an organization as well as to complete and reach the plans, aims, and objectives of the latter. The relationship between cooperation and the calibre and calibre of work performed in the workplace is explained and brought to light by a number of factors. It's critical to comprehend how cooperation affects performance because, according to several researchers (Miller et al. 2018; McEwan et al. 2017), teamwork improves a firm's success. In team, members improve their abilities, knowledge, and skills (Locerenza et al. 2018). Effective teamwork-related behaviours and concepts have been shown by researchers and experts to boost employee performance and productivity as well as improve employees' capacity for resolving disagreements and handling unexpected and urgent issues at work. High-performing teams are aware of the goals and objectives that need to be met and feel that they represent an important or worthwhile conclusion. These elements help define the objectives and responsibilities of the team, which makes it easier to carry out decisions quickly. (Grimmer 2014) defines an employee team as collective individuals who work together on projects and share responsibility for the outcomes. Collaboration is essential to an organization's smooth running. Collaborating in groups enhances an individual's aptitude, expertise, and competencies (Froebel & Marchington, 2005).

**(f) Effect of Team Members Abilities on Employee Performance:** A team's knowledge, skills, and abilities have a part in how well the group performs (Obiekwe, 2018). Talents define the bounds of what team members can do and how well they will work together (Emmanuel, 2015). Members of the team comprehend why a strong team culture will aid in the accomplishment of the company's objectives and how each member can further their own goals through active participation in team activities and effective teamwork, which will place

the organization in a better position to see improved performance (Zeb-Opibi and Obiekwe 2018)

### Conclusion

The significance of teamwork inside the organization has been highlighted by the literature review. It was discovered that teams had a favourable and significant effect on worker performance, which in turn led to increased output, improved organisational performance, competitive advantages, and higher-quality and more abundant products. An employee's performance naturally improves and job satisfaction inevitably rises when they work in a team. A team encourages greater skill utilization and lowers the likelihood of quitting. Teams need certain individuals to have certain skill levels, such as technical know-how, decision-making and problem-solving abilities, in order to function well. Without acquiring all three of the aforementioned skill sets, no team can function to the fullest extent possible.

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