

# An Analysis of Impact of Teamwork on Employee Performance and Organization Growth

Sh. Sachin Gupta

SOMC, Sanskriti University, Mathura,  
Uttar Pradesh, India  
Email Id- chancellor@sanskriti.edu.in

## ABSTRACT

Teamwork may be defined as working together collaboratively with other members of the organization to achieve the organization's approved goals. Teamwork is very important in an organization in order to minimize the residual load and, on the whole, carry out all of the organization's tasks efficiently. It may help the organization in its recent rushes to support on the lookout and make the most of the relative variety of assets in the organization. A team may be described as a collection of people who work together to accomplish the same objectives and goals in order to offer high-quality services. Teamwork has the potential to provide team members with a better degree of emotional stability, self-confidence, and the ability to plan and make good decisions with others. It also aids in the creation of a healthy work environment by facilitating the development of viable agendas, innovative activities, positive tactics, and values. On the other side, a lack of collaboration ideas and methods may lead to job failure, disappointment, low morale, and poor productivity, all of which endanger the organization's existence. This investigation focuses on how teamwork may influence the association's overall condition and how it can have a beneficial impact on both the association and its representatives.

## Keywords

Assets, Cooperation, Collaboration, Profitability, Teamwork.

## 1. INTRODUCTION

With the rise of competition in the business sector, employee performance has become more important in ensuring the company's survival. Organizations seek to hire clever individuals who can show their worth in terms of both time and money. They don't want individuals who aren't a useful addition to the business; instead, they want people who are extremely competitive and have a track record of excellent success in the workplace. A great deal of study has previously been done to assess the impact of employee engagement, leadership, and collaboration on employee performance. At the workplace, much has been written and debated about employee engagement. It has been found that individuals involve themselves emotionally as well as physically in their project when working in a company [1]. As a result, he behaves properly and is aware of his duties and obligations, motivating other workers to perform successfully for the organization's development.

Achievements and attainment in the workplace are used to evaluate an employee's performance. Organizations use methods to boost staff productivity. Teams have been shown to enhance employee involvement as well as the level of difficulty. It also leads to the achievement of success. Companies that value collaboration make an effort to recruit,

retain, and retain the best workers. This improves the overall performance of the team and also leads to improved production. Improving worker profitability has been a focus of previous research, both in manufacturing and in support sectors. This is because increased representative profitability may have an impact on an organization's overall performance and competitive advantage. Profitability, according to one of the researchers, is a critical element in increasing authoritative intensity, supporting key and monetary execution, achieving the ideal objective, and meeting partner offers. Another study discovered that successful management is the source of profitable ventures. The word efficiency was defined in the text as a percentage of the yield obtained from a representative over an indeterminate period of time. Profitability also reflects how an organization uses different assets or contributions to accomplish predetermined or good outcomes. Overall, efficiency refers to the amount of work a representative completes in a given amount of time [2].

Employee empowerment is a strategy used by certain companies to improve their workers' strength and participation. Employees that are more empowered are more productive at work. Another approach that most businesses attempt to include is "teamwork." Teamwork is defined as a group of people working together to accomplish a common goal by sharing their knowledge and abilities. Work characteristics and participatory administration theories both point to a link between teamwork and greater job satisfaction. The variety of projects in groups encourages workers to acquire and use a variety of skills and to switch between tasks to avoid boredom. This enables colleagues to share a sense of collective responsibility for work in their immediate proximity and to develop the skillsets required for effective workgroups that share their identity with a common goal and shared beliefs. The group promotes representative involvement in goal-setting, which improves colleagues' natural motivation. These findings back up claims that teamwork demonstrations can increase the number of representatives taking training to improve representative participation, accountability, and cohesion in the workplace [3]. Figure 1 representation of Conceptual framework of factors affecting employee performance.



Figure 1: Representation of Conceptual framework of factors affecting employee performance

Increasing representational profitability is one of the most important concerns for every organization's management. Nonetheless, despite the importance of the topic, it is clear from the text that there is little hypothetical and observational research on representative efficiency. If the positive outcomes of teamwork are limited to those elements on which supervisors expressly focus through the presentation of groups, we should expect many current teamwork activities to emphasize representatives' commitment to conveying hierarchical objectives rather than fundamentally enabling group individuals. The executives who justify presenting groups may consider monetary considerations such as reducing staffing levels and increasing profitability, social considerations such as improving professional motivation and commitment to the organization, and social considerations such as improving laborers' positions and providing opportunities to learn new skills [4]. Despite the fact that executive thinking processes are not discretely classified, they do help us distinguish between teamwork offered for barely defined monetary motives and groups formed as part of a more intentional effort to provoke a shift in mentalities and generate worker responsibility. A study on cross-team collaboration discovered a link between more comprehensive administrative thinking and the beneficial impact of groups on employees. More comprehensive administration destinations were specifically linked to 'more responsible choice' team working kinds that elaborate a more substantial cannot deviate from standard work practices.

Furthermore, it should be emphasized that just a few studies have looked at the effects of representative training, worker strengthening, and cooperation on worker efficiency in an Asian context. As a result, our investigation entails making significant commitments to data collecting and observational research on this topic, with a focus on the effects of the stated components on worker profitability in Malaysia's advanced education sector. Due to the lack of precise research on worker profitability in this unusual situation, the training industry was selected to lead this investigation. Furthermore, the nation's higher educational institutions are serious, so it's critical to examine the effects of conduct variables that influence worker efficiency and accountability, which may lead to greater adequacy [5].

Collaboration refers to the process of working collaboratively with a group of people to achieve a common goal. Collaboration is an essential part of a company since it is necessary for employees to work effectively together and do their best in every circumstance. Regardless of any personal issues between individuals, collaboration means that people may try to work together, using their skills and providing constructive feedback. Individual yields will be increased by working together in groups [6]. Working in groups becomes the norm for the association's representatives. Cooperation has a number of benefits for an organization, including increased effectiveness, the ability to focus many personalities on a single problem, and shared assistance. When a group works well together as a unit, they are capable of doing more than if each person worked alone. Cooperation produces more outstanding outcomes, making the territorial unit more cheap, perceptive, and sustainable. People like involvement because it allows them to assist one another and gives them a sense of accomplishment.

### 1.1 Impact of Teamwork

One of the most important topics in hierarchical behavior that has received critical attention from a few academics and business experts is teamwork or cooperation. A common definition of collaboration is a group of people working together to achieve a desirable goal. Managers in companies

are creating more group activities for employees these days in order to broaden their knowledge and improve their professional abilities. Working in groups allows representatives to cooperate, develop individual skills, and provide valuable feedback without causing conflict among the participants. Cooperation is an important process for smoothing the activity of the organization since group members remodel their abilities, knowledge, and capabilities by functioning in groups, and this has an impact on hierarchical execution and adequacy. When compared to separate acquaintances, a worker who works in a group is likely to be more lucrative, according to a study. Cooperation is widely recognized as not only a necessary foundation for successful administrations, but also a critical tool for increasing overall hierarchical profitability.

Another research found that collaboration increases worker profitability and leads to higher levels of hierarchical responsibility. Every employee would have the opportunity to teach others how to do a particular task flawlessly via collaboration. Furthermore, the group environment provides representatives with opportunities to exchange knowledge and learn from one another, thus increasing their profitability and, on the whole, group execution. In this manner, it is recognized that accepting coworkers' combined effort will open the door to shared learning and increased profitability. Cooperation has been shown to improve job satisfaction and authoritative responsibility in previous studies [8]. According to the author, effective collaboration may lead to increased occupation satisfaction and worker execution.

### 1.2 Performance of the Employee

Worker execution has a direct impact on authoritative execution and accomplishment. Several studies have shown that focusing on developing worker commitment is an effective way to enhance representational execution. According to a review of different studies, having a high degree of worker commitment improves job execution, work execution, association citizenship behavior, optional exertion, profitability, full of feeling responsibility, mental environment, and client assistance. Because of a variety of factors, dedication may result in improved execution. These findings are backed up by a growing number of research that show a favorable link between single execution and commitment.

### 1.3 Augmentation of Teamwork

Our survey will be guided by the general assumption that cooperation will improve hierarchical execution. As previously shown, using groups may boost productivity and motivate employees to work smarter and harder. As a consequence, we can expect collaboration to have a significant beneficial impact on operational outcomes such as profitability, quality, and flexibility. Because monetary outcomes are farther down the 'execution chain,' they are more likely to be influenced by many factors. As a consequence, even while we suggest that cooperation be strongly linked to monetary outcomes, we should expect this connection to be weaker than the one between collaboration and operational outcomes.

Any clear link between teamwork and execution may be clarified by the impact of teamwork on worker views. Furthermore, practices or potentially authoritative structures demonstrate that there is no direct link between collaboration and authoritative outcomes, thus any repercussions for execution would have to operate via the two different transmission components identified. The first consists of worker outcomes: it is hypothesized that cooperation will have a direct effect on laborers' mentalities (job satisfaction,

inspiration, and responsibility), as well as their practices. These effects are often seen as good, but they may also be harmful, since the two recordings emerge from the writing. The second transmission component is concerned with the underlying modifications that will be associated with group execution in general [9].

Group-based functioning is therefore suggested to be strongly linked to underlying developments, such as delayering and decentralization, as a result of the legitimization of the creation measure and the reduction in the requirement for supervision. The link between collaboration and hierarchical execution will be directed by hierarchical and ecological components. Finally, it is important to remember that, although cooperation is expected to have a beneficial impact overall, its outcomes will be influenced by a variety of hierarchical variables (methodology, size, industry) as well as ecological considerations (monetary atmosphere, work market).

#### 1.4 Team Member Trust

When a member of a group develops confidence in one another's abilities, the group as a whole gains trust. According to one research, trust among coworkers enhances people's exceptional skills and coordination. According to a study, there is a favorable relationship between group execution and trust. Trust establishes a social foundation for cooperation, resulting in hierarchical collaboration and improved representative performance. It is the responsibility of individuals to improve trust inside the organization. The duty of association is to provide a suitable and trustworthy environment for synergetic cooperation. To improve the authoritative characteristics, the organization should transform the reliable conduct for estimation into an execution evaluation framework. When there is involvement and unity among members of the organization, superior groupings emerge. Lessening botches, high-quality outputs, increased efficiency, and customer loyalty are some of the criteria used to evaluate the group's performance. When trust becomes the most important evaluation of the group culture, it is necessary to form a cooperation among colleagues. Individuals may analyse their mistakes, accept the analysis, and fully express their feelings as a result of trust, which leads to greater cooperative energy. As a result, the final hypothesis of this research is that team trust has a favorable crucial effect on representational execution.

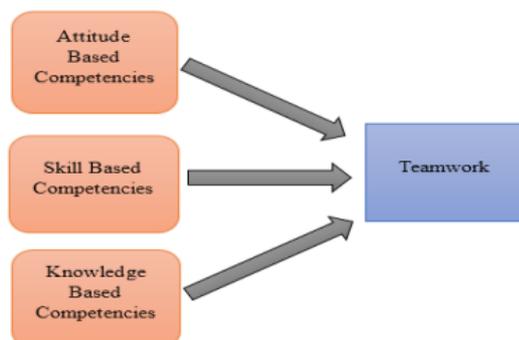


Figure 2: Representation of types of Team competencies

Figure 2 represents several types of team competencies. Attitude-based, skill-based, and knowledge-based team competences are the three kinds of team competencies. Cohesion, collective efficacy, trust, commitment, and

psychological safety are among the attitude-based team skills, whereas coordination, communication, group leadership, dispute resolution, and group behavior are among the skill-based competencies. The awareness of the situation, sharing of the mental level of models, and the transactive memory system are among the knowledge-based skills.

#### 1.5 Teamwork Versus Collaboration

A team's members, as well as cooperation, work together to accomplish a shared objective or aim. However, members' activities in teamwork are autonomous but focused on achieving a shared goal, while members in collaboration work interdependently by sharing their needs [10]. Leadership is an essential element of cooperation since it assists in resolving disputes among members and guiding them through difficult situations. When members collaborate, they form an equal partnership and are responsible for resolving their own disputes. While in cooperation, trust is the most important factor that drives teamwork. Thus, teamwork is successful in the short term and with a smaller number of individuals, while collaboration is effective over time and with a larger number of people. Many businesses are embracing cooperation because it leads to happier workers, higher job satisfaction, and greater production. The efficacy of collaboration is determined by the kind of organization as well as the size of the group.

## 2. LITERATURE REVIEW

Ashley M. Khawam et al. discussed effectiveness of teamwork in the workplace in which they discussed how human development, evolution, and survival have all relied heavily on teamwork. According to research, cooperation produces greater outcomes for businesses than solo effort. One of the most successful kinds of labor is teamwork. Individuals gain from working in groups on a personal level because it satisfies requirements such as social contact and attachment. Despite the abundance of studies demonstrating the value of collaboration in companies, many management people still do little to create teams. The researchers looked at ethnic disparities in teamwork preferences as well as gender differences in self-awareness. A 33-question survey was sent to 225 individuals throughout the nation via SurveyMonkey (n = 119 females, n = 106 men). Snowball sampling and social media were used to attract people on a convenient basis (Facebook, Instagram, WhatsApp, emails, etc.). Participants ranged in age from 18 to 80, with 44 percent being between the ages of 25 and 34. The majority of the participants were Hispanic/Latino (56 percent), followed by White/Non-Hispanic (40 percent), and other races (4%). There was a substantial difference in ethnicity and collaboration preference, but no significant difference between gender and perceived self-awareness, which was unexpected. According to the results, companies that are open to and supportive of cultural diversity in the workplace are more likely to have productive work groups[7].

Stephenson M et al. discussed Health professionals' experience of teamwork education in acute hospital settings in which they discussed how In acute hospital settings, teamwork is regarded as an essential component of patient care. The complexity of a patient's treatment journey emphasizes the need of collaboration and effective communication among health providers. Western health organizations are dedicated to enhancing patient safety via staff education, and teamwork education programs have played a key role in this effort. There are currently no

comprehensive evaluations of health workers' experiences with collaboration education in acute hospital settings. The goal of this systematic review was to find the most up-to-date information on the experiences of health professionals who engage in teamwork education in acute hospital settings[8]. Fapohunda T discussed Effective Team Building in the Workplace in which he discussed how Team development includes a variety of activities aimed at enhancing team effectiveness. Its goal is to bring out the best in a team in order to guarantee self-development, good communication, leadership abilities, and the capacity to problem-solve as a team. This article examines existing team literature in an effort to summarize some of the benefits and difficulties of establishing teams in order to provide a realistic picture of what can be accomplished via collaboration. According to the research, the good and negative impacts of teamwork are dependent on a variety of variables, including the culture and climate of the company, the efficacy of team leadership, employee dedication, the pay and incentive system, and the degree of employee autonomy. This article lists eight important elements that have been recognized by a number of writers as being helpful in team building. Clear objectives, decision-making power, accountability and responsibility, effective leadership, training and development, resource supply, organizational support, and incentives for team success are among these points[9].

Prasad S et al. discussed Team Self-Management, Organizational Structure, and Judgments of Team Effectiveness in which they explained how For many companies, using self-managed teams has been a common approach. According to surveys, 68 percent to 70 percent of Fortune 1000 firms use teams. Despite their popularity, not all efforts to put such teams in place are successful. Some studies have shown that self-management improves effectiveness, while others have found that it decreases it. The connection between structural factors, team self-management, and team effectiveness evaluations is investigated in this research. Two elements of organizational structure (micro-level centralization and formalization) mitigated the impact of self-management on team performance, according to the findings. Under low degrees of micro-level centralization and formalization, self-management was more likely to affect team effectiveness assessments. These results indicate that teams with high degrees of self-management are more successful in companies where task-performance authority is dispersed and where there are less explicit rules, regulations, and procedures. Instead of examining why some teams with high levels of self-management are ineffective by looking inward at team processes or team member characteristics, firms may need to look at the organizational context of teams, particularly at possible structural misalignments between team-level and organizational-level structural factors[10].

### 3. DISCUSSION

Individuals in today's societies have placed a greater emphasis on attaining professional objectives and goals at work rather than on the idea of cooperation. Interestingly, the significance of collaboration as an important tool in the workplace seems to be overlooked by both employers and workers, resulting in low performance and productivity. As a result, the purpose of this study article is to look at the effect of teamwork on job performance. The goal of this study was to investigate the impact of collaboration on faculty members and their performance, as well as the variables that influence the idea of cooperation in the workplace. The purpose of this research is to examine the effect of cooperation. The idea of trust,

leadership and structure, as well as performance assessment and incentives, were all examined as aspects of collaboration. The findings show that there is a strong and substantial link between the independent variables of collaboration, trust environment, leadership and structure, performance assessment and incentives, and faculty member performance.

### 4. CONCLUSION

The goal of this study is to determine and identify the critical components of worker commitment, as well as their impact on representative performance. To maintain amicability and provide authoritative development, the executives' performance is essential. Improving the authority's viability and effectiveness requires better management of worker execution. Representative execution is improved by worker commitment. Representatives who are connected with each other express a broad range of beneficial activities that improve synergetic cooperation in the pursuit of common goals. These collaborative efforts result in improved worker performance. The ability of linked employees to transfer their inclination across the organization, nevertheless, is the explanation for these exhibits and efforts. When employees' interpersonal relationships are stable and they believe in one other, it encourages physiological well-being. Relational trust may be built on either a strong or psychological foundation. Full of feeling trust explains the joyful connection between individuals who, on the whole, show concerns for their government aid, place faith in intrinsic virtue, and are glad to take a passionate interest in their relationship in the future. Furthermore, psychologically based trust controls others' unshakable quality and consistency.

### REFERENCES

- [1] M. Tinuke F. Towards Effective Team Building in the Workplace. *Int J Educ Res.* 2013;
- [2] Van Dijk-de Vries AN, Duimel-Peeters IGP, Muris JW, Wesseling GJ, Beusmans GHM, Vrijhoef HJM. Effectiveness of teamwork in an integrated care setting for patients with COPD: Development and testing of a self-Evaluation instrument for Interprofessional teams. *Int J Integr Care.* 2016;
- [3] Seitlova K. The effectiveness of teamwork and communication within the company. *Knowl Mark use 2016 Our interconnectd Divid World.* 2016;
- [4] Farh CICC, Seo MG, Tesluk PE. Emotional Intelligence, Teamwork Effectiveness, and Job Performance: The Moderating Role of Job Context. *J Appl Psychol.* 2012;
- [5] Mohanty A, Pattanayak B. Factors Affecting the Teamwork Effectiveness in Hotels in Odisha. *Int J Sci Res.* 2016;
- [6] Baiden BK, Price ADF. The effect of integration on project delivery team effectiveness. *Int J Proj Manag.* 2011;
- [7] Khawam AM, Didona T, Hernández BS. Effectiveness of Teamwork In the Workplace. *Int J Sci Basic Appl Res Int J Sci Basic Appl Res.* 2017;
- [8] Eddy K, Jordan Z, Stephenson M. Health professionals' experience of teamwork education in acute hospital settings: a systematic review of qualitative literature. *JBI database of systematic reviews and implementation reports.* 2016.
- [9] Fapohunda TM. Towards Effective Team Building in the Workplace. *Int J Educ Res.* 2013;
- [10] Tata J, Prasad S. Team Self-Management, Organizational Structure, and Judgments of Team Effectiveness. *J Manag Issues.* 2004;