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Impact of Teamwork on Organizational Productivity

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ABSTRACT: Teamwork is a critical component of team performance and requires an explanation of how a team behaves and it has the ability to enable the members of the team to have a higher level of emotional security, self-confidence and the ability to plan and decide with others positively. However, the benefits of teamwork for the employees are often more abstract and difficult to distinguish that may hamper organizational productivity. Organizational productivity is positively correlated with all independent variables and regression results exhibit significant and positive beta coefficients. It is observed that working environment is the most powerful factor for organizational productivity and employees' satisfaction and training and development is the least influencing factor among all factors.

I. INTRODUCTION

Organizational productivity, the capacity of an organization to produce expected output by spending low unit of inputs, is a researchable issue to academicians and professionals for last few decades. Productivity is the increased functional and organizational performance including quality and it can achieve by using minimum efforts. Teamwork, a group work with a common purpose for the achievement of goals, focuses more on the shared behaviors (i.e., what team members do), attitudes (i.e., what team members feel or believe), and cognitions (i.e., what team members think or know) that are necessary for teams to accomplish the tasks.

Understanding the impact of teamwork on performance is important because teamwork is viewed by some researchers as one of the key driving forces for improving a firm's performance. Team trust, foundation for effective team work, is positive related with team performance and trust provides an atmosphere for the team members where members can discuss their mistakes, accept criticism and freely express their feelings so this leads to more synergy.

A decent working environment is a condition where individuals can do their jobs in an ideal, secure, healthy, and comfort way. An organization's physical environment particularly its layout and design can impact employee behavior in the workplace. Work environment plays important role to produce and raise worker productivity in line with the employee's ability and social network.

The process of working collaboratively with a group of people in order to achieve a goal is called teamwork. Teamwork is often a crucial part of a business, as it is often necessary for colleagues to work well together trying their best in a circumstance. Teams can expand the outputs of individuals through collaboration.

Teamwork is the actions of individuals, brought together for a common purpose or goal, which subordinate the needs of the individual to the need of the group. Effective teamwork is essential to the success of any business. As "no man is an island", the positive effects of productive teamwork can energize an entire organization, just as the negative effect of a lack of team work can cripple an organization. An essential ingredient to effective teamwork is attracting and keeping the right team members that would facilitate productivity in an organization

II. OBJECTIVES

The general objective of this study is to investigate the contributions of teamwork on organizational productivity. The specific objectives of this study are as listed below:
- To identify the importance of teamwork.
- To identify the importance of productivity.
- To determine whether there is any influence of teamwork on organizational productivity.

Relationship between employee teamwork and performance in an organization

Working as a team may enhance the efficiency and effectiveness of an organization. For example, structures where each team member has a direct impact on an organization's total efficiency. As a result, they will have a deeper understanding of the significance of their work and the effect it has on their colleagues and the company as a whole. This is a good idea as the department works more smoothly and efficiently.

Managers will find it easier to place employees in their positions if they create cohesion in the organization. The employee will have a stronger sense of belonging to the company and a better sense of pride in the job he does there as a recognized team member. As a company, they work hard, but also for the sake of their teammates, whom they do not want to disappoint. As long as it is organized and led by an experienced team leader, teamwork may be an excellent learning opportunity in the workplace.

As a consequence, in order to be as productive as possible, employees must learn to work well in teams. However, it turns out that social contacts and teamwork-related tasks are the most common ways individuals learn. Strong morale, empathy, and trust are hallmarks of team development. Each member of a team may pick from a variety of work connections when it comes to taking on leadership responsibilities. In addition to meeting deadlines and achieving the organization's goals and objectives, a study found that this group was also recognized for its ability to produce successful results. Senior management prioritizes employees with a high degree of skill and knowledge since they all contribute to the company's success.

One of the most important strategies to achieve the company's goals and objectives is to use effective and efficient communication in the workplace. Conversely, communication that is directed upward or downward is a different style of communication. There are two forms of communication that go from upper to lower management: downward communication and upward communication. Since oral and written communication must occur in order for a team to be productive.

Relationship between team trust and the performance of the team

For a team to function at its best, there must be a high level of trust among its members. It is your responsibility as a team leader to develop trust among your team members so that they may perform better and accomplish the business's goals more effectively and efficiently. If trust is in place and the atmosphere is right, team members may freely communicate their shortcomings, emotions, and criticisms. Team members' performance is expected to rise and organization's objectives to be met in a more efficient and effective way if there is a trusting climate in the workplace, according to various research on trust's influence on collaboration.

In other words, trust in a team is an ever-evolving concept that describes confidence in or hope for the intentions, words, and deeds of others, as well as the openness to rely on others and take risks together. Since trust is a behavioural intent or characteristic, the observation of another's traits leads to a trustworthy perception of that person's professional competence and reliability.

Positive effects on work satisfaction and productivity can be seen when an individual's trust in another person is proven in certain actions. When people are in a good mood, they feel closer to one another, while when they're in a bad mood, tensions rise and relationships on the team deteriorate. The conflict within the team immediately reduces the openness of its members to interact and help each other, as well as the ability of its members to evaluate new information, their creativity and their willingness to express their opinion. As a result, job productivity suffers.

Moreover, research has shown that trust behaviors have an impact on both organizational success and employee happiness. Leadership, team trust, and team performance are all important areas to study because of the potential links between them.

Relationship between compensation benefits and team performance

Employee recognition, rewards, and promotions are all examples of workplace compensatory benefits that are provided to employees in order to improve their performance and overall company performance.

As a consequence, team management must provide monetary rewards to motivate their colleagues to work harder. Employers need to pay talented people well in order to retain them and reduce employee turnover.

Team leaders are responsible for keeping their employees satisfied and productive by recognizing and meeting their needs. Apart from individual preferences, the needs of team members are known to vary. This suggests that what motivates person X does not motivate person Y. Non-monetary incentives, such as paid leave or job recognition, may be more attractive to certain employees than monetary incentives, such as pay raises or bonuses. Consequently, the team leader must ensure that their employees are paid enough to cover their fundamental needs.

III. TYPES OF TEAM WORK IN ORGANIZATION

Team operates in various ways and can help improve productivity and efficiency. Teamwork examples and understanding the different types of teams that can be found in the workplace can help you learn how to work as an influential team member, build strong professional friendships, and achieve your teams' goals.
6 types of teams in the workplace:

1. Functional teams
Functional teams include members of the same department. When working within these teams, you share different responsibilities requiring communication and trust. Functional team have leaders or supervisors to whom members report and who designate responsibilities. This type of team may be beneficial for contributing to and prioritizing workplace culture.
Example: An organization establishes a team within the marketing department to determine which campaigns are most effective. The members of this functional team have a strong understanding of their campaigns and already have the information to make decisions. Team members then use analytics to determine the most effective campaigns and discuss how to write their reports.

2. Cross functional teams
Cross-functional teams share similarities with functional teams, with the primary difference being that members come from various departments. These teams are helpful for projects that require different expertise and viewpoints and often work best when supervisors and team leaders prioritize communication. Leaders typically delegate responsibilities to members based on their skill sets.
Example: A company wants to reallocate funding to develop a new sales department. It creates a cross-functional team with members from every department. The team members analyze their departments to determine how to reallocate funding.

3. Self-managed team
Self-managed team are autonomous and don't require the same supervision as other teams because they share leadership and responsibilities. When engaging in a self-managed team, you may find providing constructive feedback to team members helpful. Startup companies and small businesses often use self-managed teams.
Example: A sales team wants to redesign their sales pitch. A self-managed team helps members succeed because all members can collaborate to determine a solution.

4. Troubleshooting teams
When issues arise within an organization, troubleshooting teams find solutions. Their goal is to improve processes for organizations. These teams require strong communication skills to resolve complex obstacles. They make recommendations to affected departments, who then implement them.
Example: A company wants to know how to increase the efficiency of its computer systems. It establishes a troubleshooting team from people in the IT department so experienced staff members can apply their specialized skills to the situation. The employer can then decide which changes to make based on what the team finds during troubleshooting.

5. Project team
Project teams work on specific projects for their employers. Members typically come from several departments and perform tasks depending on their abilities. These teams have project leaders who assign responsibilities and monitor work.
Example: A team is established to create a new company website. Members from the marketing and web development departments collaborate to create it. Everyone on the team continues to work together on this project until its completion.

6. Task- force teams

Organizations use task-force teams when emergencies arise. These teams comprise the most efficient members within an organization. Members work exclusively on their tasks within the team rather than combining a member's regular workload with the task force. The goal of the task force is to complete projects quickly and efficiently.

Example: A recent update to an organization's network corrupts its sensitive computer files. The employer establishes a task force team to determine whether they can save these files.

7. Phases of Teamwork

- **Training or forming:** This is the initial phase of building teams and is when co-workers meet, generally during orientation. During this stage, the team doesn't yet have established roles and responsibilities, as members work to build their sense of security among new colleagues.
- **Storm:** This phase is often where conflict arises because team members may disagree on goals, strategy, and responsibilities and work on learning to collaborate despite their differences. This phase searches for a team leader and defines responsibilities based on member capabilities.
- **Normalization:** In the normalization phase, teams form implicit rules about the group and learn how to communicate effectively because members form and respect boundaries. If upper management doesn't assign a leader, the group leader emerges naturally, and members provide constructive feedback to improve the team's work.
- **Performance:** In this phase, team members work toward the responsibilities assigned and ask questions to clarify their tasks. This phase focuses on producing results. When conflict arises, members know how to work toward unified solutions.
- **Dissolution or adjourning:** This phase usually involves a decrease in motivation as the project nears completion. Workloads are smaller in this phase, and supervisors complete all reports and final documentation.

Benefits of teamwork

- **Increase productivity**

Teamwork can increase productivity by ensuring all members remain updated and aware of a project's progress and encouraging members to share responsibilities. When team members have less work than their colleagues, they can balance the workload by accomplishing additional tasks. Productivity can also increase because multiple team members work toward common goals.

- **Discover new ideas**

The best teams typically comprise multiple members of diverse backgrounds, which ensures varying ideas. When issues arise during projects, team members can use these ideas to work toward solutions and increase productivity by reducing time spent on overcoming obstacles.

- **Improve company culture**

Teamwork can improve company culture by encouraging collaboration between members. Those with strong professional friendships may work more effectively because they understand how their work affects other members.

Tips to improve teamwork

Here are some helpful tips to help you improve teamwork:

- **Identify leadership:** Leadership helps establish boundaries and provides team members with clear direction. Leaders can emerge while groups are forming, or upper management may assign group leaders before teams start work.
- **Communicate regularly:** Regular communication can help ensure all members remain updated with the team's progress. Open communication can help teams overcome obstacles and to express ideas clearly. Leaders also use communication skills to state their expectations of team members.
- **Participate in team-building exercises:** Team-building exercises can help members develop professional friendships and contribute to company culture by promoting member well-being and ensuring they enjoy going to work. Some exercises include attending team lunches or icebreaker activities.
- **Establish boundaries:** Boundaries provide team leaders with an indication of which values and standards are most important to members and help the team's communication. They can include a co-worker's need for personal space, avoiding specific topics, or setting boundaries regarding answering any correspondence outside work hours.
- **Clarify group purpose:** Establishing a common purpose can ensure a team has a clear direction and allows it to work more productively toward its unified goal. When teams are unsure of their purpose, leaders can provide clarity to guide their team.

IV. CONCLUSION

The impact of teamwork in an organization is profound, driving success and fostering a positive workplace culture. Effective teamwork enhances productivity by pooling diverse skills, knowledge, and perspectives to solve problems efficiently. It also improves employee morale, as collaboration promotes a sense of belonging and shared responsibility. Teamwork fosters creativity and innovation, encouraging members to contribute unique ideas and solutions.

Additionally, it strengthens communication and trust among colleagues, which is essential for smooth operations and conflict resolution. Ultimately, organizations that embrace teamwork tend to have higher levels of employee engagement, satisfaction, and retention, leading to improved organizational performance and growth. In conclusion, teamwork is not only a catalyst for achieving business goals but also a cornerstone for building a thriving, dynamic work environment.

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