

Effect of Teamwork of Work Performances of Employees

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Abstract - In today's world, the employees focus more on professional excellence and individual achievements in the workplace instead of getting involved and knowing the importance of the teamwork. It is witnessed that the importance of the team as the vital tool in the workplace has been overseen and neither the managers nor the workers know the importance of teamwork in a workplace environment due to which they see failures, less productivity, and uneasy workplace environment. This is why we will take the teamwork as our topic and we will elaborate this in details by analyzing its aspects and impacts of it such as the trust factor, leader's skills, structure, performance assessment, and bounties. The study has stated that the connection between these factors such as trust building, leadership, structure, performance assessment, and bounties is strong and relatable.

Keywords: Teamwork, Work Performances, productivity, work environment

I. INTRODUCTION

The cluster of people when working together in order to accomplish similar purposes and objectives to deliver exceptional worth of products and services. Working as a team has the talent to make the individuals of the team get an advanced stage of demonstrative safe-keeping, self-assurance, and the trait to propose the idea and choose along with the rest of the team optimistically. Likewise, it assists in the creation of the vigorous labor atmosphere with practicable programs, productive doings, optimistic approaches, and standards. On the contrary, nonappearance of the concepts regarding teamwork and other relatable strategies which can drag towards the failure of the occupation and organization, dissatisfaction, lack of self-esteem and unfortunate output that put the existence of the organization on risk. The workers and staff who work within the jurisdiction of the establishment that doesn't possess the notion of teamwork, normally flop to provide the forecasted outcome and to gain the target and goals of that organization. The occurrence of the idea of teamwork is an essential regulation to assist the workers and staff while working together in the direction of the joint goals in creative ways. In order to achieve a wider range of information, findings, and estimation it has been realized that the efficiency of the performance is higher in teamwork as compared to work individually. Out of numerous benefits of the teamwork, one is that it adds in the noteworthy production growth, high growth of innovation and operational management within the scopes which need an inventive solution to the dissimilar jobs

(Vašková, 2007). The optimistic energy of teamwork is essential for any organization to be succeeded as it assist the workers and staff to authorize and discover themselves along with their capacities. Along with this opportunity, it also gives the opportunity to learn the appropriate approaches to gain the desired jobs proficiently. The optimistic communication and association in-between the workers and staff help them to enjoy the perks of improved awareness and knowledge regarding the importance of teamwork in structuring the humanoid progress and assisting the individuals to gain the same aim and goals which are needed and required. In order to achieve and execute the effectiveness, quality, and to make sure that the economic prosperity is controlled and the success of the company is analyzed by a head of the organization, teamwork is compulsory and essential (Wageman, 1997).

II. STATEMENT OF THE PROBLEM

"Faithful believers are to each other as the bricks of a wall, supporting and reinforcing each other" (Prophet Muhammad, Al-Bukhari). This shows that the folks are dependent on each other in order to achieve and do which is not possible without helping and assisting each other. In the present age, many individuals have ignored and overlapped the significance regarding the teamwork in their normal living in general and within the job atmosphere specifically. Even though the ideologies of the religion have focused on the way in which teamwork is important and needed to gain the excellent outcome and to stabilize the right of the every human being with the

division of the duties and workload. The lack of idea and strategy within the jurisdiction of the working place has drag towards the short margin of the production, effectiveness, and proficiency in the businesses and trades. Consequently, the main purpose of the research is to high spot the effect of teamwork, management, conviction and performance evaluation and appraisals on the work-related activities of the Staff-related activities.

III. PURPOSES OF THE STUDY

There are the following main objectives of the research paper:

1. To highpoint the foremost features which are connected with the teamwork.
2. To elaborate on the impacts of teamwork, headship, conviction, and operation assessments regarding the production.

IV. REVIEW OF LITERATURE

Teamwork and Team Performance

The top ranking companies don't hire the persons who are unable to match in the teamwork because to resolve the skirmishes and gain different duties and responsibilities. From the above study, it can be realized that how much teamwork is important and essential expertise in the working atmosphere. The application of the idea of the teamwork on the life of the human being is in the process a long while ago for achieving the solution for numerous hurdles, achieving the elementary necessities and requirements of the life, and to take the keener choices for the advantages of all the group members. Therefore the teamwork can e categorized as the durable supremacy provided by members of the team to make improved choices professionally. With the implementation of the teamwork, the benefits which can be achieved while developing the traits of the workers and staff via reflex interchange of optimistic ideas, responses, involvements, and lookouts in-between the associates of the group. This procedure generates continuous growth in regards to the products of the organization along with the staff and workers and their job-related performances. Therefore the organization should increase the scope of the teamwork in-between its staff and workers to raise the grade of the production and creation level to produce the competing benefits and upgrade the performance of each worker and staff. Furthermore, the essential rate of the teamwork is the decrease of the burden of the work that assists the workers and the staff in accomplishing more and more deprived of any type of scope of a task as the work was distributed similarly in-between all associates of the team. There are many industries who are not growing and evolving because of the insufficient teamwork in-between the staff and the workers that surely affects the efficiency of the organization and its workforces in the elongated term.

Management and Structure:

The functioning of the team is not possible if assigning the task is not done properly. It should be ensured that all the member of the team is sharing the load and burden of the task equally. There are two types of leadership which will be helpful in managing the burden of the task without any discrimination and conflicts i.e. transformational leadership and transactional leadership (Burns, 1978). Leadership and its style really affects the teamwork and assist in presentation and erudition (Bucic, Robinson and Ramburuth, 2010).

Trust Factor

Trust factor among the member of the team is so important to be considered. Having trust means believing in each other's professional skill and capable abilities. Trust among the members of the team has the influence reinforce the interactive ideas and notions (Rodger and Mickan, 2000). It also strengthens the traits of the members of the team and polishes their aptitudes which directly effect on the productivity of the organization and company. Trust generates a very optimistic and positive impact on the teamwork and therefore on the organization.

Performance Evaluation and Bonuses

In order to measure and assess the attainment and productiveness on the art of the workers' job regarding convinced pre-entrenched standards and goal and purposes of the organization, a methodical over-all and episodic procedure is essential i.e. performance evaluation. This method is quite common in order to facilitate the workers and employees with bonuses and come back to meet the goalmouths outcome (Brown, 2009). It is significant for the member of the team to do its work and job as an essential element of their yearly performance evaluation. Acknowledgment and bonuses are the chief focal point if the members are fulfilling their tasks the part of the team (Rabey, 2003). Administration of the company and organization should make a strategy regarding the suitable bonus scheme for the workers and the staff to boost them, especially in the team tasks. There should be proper planning of the system to give bonuses by administrations and heads of the organization i.e. setting the goals of the team that will affect the goals of the company (Manzoor et al, 2011). Bonuses and rewards provide a solid reason for the motivation of the staff and workers Herzberg (1987). The acknowledgment, gratitude, and bonuses actually take part in improving the job efficiency of the workers and staff (Dunford, 1992). Therefore the performance evaluation and bonuses are one of the effectual elements which affect the performance of the employees.

Efficiency of Teams

Without any hesitation, it can be said that the creation of the team has a strong effect on the working of the staff and workers which effects the forthcoming of the organization. The whole research which is led regarding the subject specifies that the idea of the team is signification and accommodating to ease the process of the development within the organization and to increase the production by workers and staff (Oseiboakye, 2015). In simple words, the sole aim of the teamwork is to implement an effectual strategy to advance the job-related performance of workers and their individual traits and capacities which oblige and assist the essentials of the work. In promotions of the communiqué skills among the member of the team, the following factors play an important role (Bacon and Blyton, 2006):

3. Relational and interactive skills of the team
4. Self-mainframe team

The outcome of many types of research shows that the workers when work in the form of the team are way more prolific as compared to those who work individually (Jones et al, 2007). There are so many reasons why there is more production while working as a team rather than individually. One of that reason is the enhancement of the advantageous industrial and professional skills via prolific knowledge, collaborating, and interchanging the ideas and different experiences. Therefore Teamwork is an important and essential component for the growth and purpose of any institute and organization (Tarricone&Luca, 2002).

Elements Linked with Teamwork

This age is the epoch of innovations and Digitech which is the cause of the raising rivalry among different industries and bringing so many hurdles. This is the reason behind the difficulty in building capable teamwork. There is a need to overcome the difficulties in the way of capable teamwork. For that purpose there are some elements which can solve it out and can overcome the problems, these elements are elaborated below:

5. optimistic communiqué
6. self-assurance
7. Fecund management

With the absence of this factor, it is almost impossible to shape effective and effectual teamwork. To ensure the effectiveness and effectuality of the teamwork, there are few elements which are explained below:

1. All the members of the team should trust each other
2. There should be a proper preparation to make the member busy in activities like discussions on the specific concept and thoughts
3. Knowledge to oblige towards choices and strategies of accomplishment.

4. Appropriate performance assessment of members of the team
5. gratitude and credit for working with excellency work

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