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TEAMWORK: A Key to ORGANIZATIONAL SUCCESS

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Abstract

Discussing the viewpoint of teamwork and its impact on organizational performance and success is the primary goal of this study. Additionally, discuss what a team means, how it works to improve organizational performance, and how it specifically affects the success of the organization that served as the foundation for this research project. Organization and collaboration were given a lot of attention in this research investigation. This study aims to present a participative perspective on teamwork within the business. It also discusses the main concerns and highlights recent research that provides a foundation for future research. There is great value in concentrating more on the fundamental aspects of teamwork. The team represents the employees' cooperation and will to work as a unit to successfully lead the organization. Teamwork and organizational success is a topic that has numerous explanations, definitions, methods, dimensions, team sizes, and benefits. These are highlighted.

Keywords: Teamwork, Success, Organization, Performance, Work Groups, Employees.

Introduction

Indeed, humankind has made such amazing advancements as a singular species because of the ability to collaborate as a team from the very beginning of life. Humans have lived, loved, grown older and wiser, and collaborated in groups throughout their social histories, according to West M.A. (2012). The shared social knowledge of coexisting and collaborating fosters relationships among individuals, groups, and families. A team working collectively can accomplish far more than one individual would. In human civilization, a team is made up of individuals who live, work, play, and collaborate to do specific tasks. In 1993, John W. Newstrom et al. stated that "teamwork is the process of assessing workers'

Performance, passing information, and exploring methods to increase performance".

- If one looks attentively, they will find examples of social (teams) working efficiently in companies, schools, workplaces, homes, and other things. Belbin, R.M. (2010) said, "Coordinating people's activities is like building a sand house with just a few grains of sand. 'Additionally, it's a common misconception that a team member's talent surpasses their energy, focus, and commitment to the job at hand. The idea that team members are entirely liable for their tasks' successes or failures is another common misconception. In reality, team members are the little components of the team, and their unique abilities influence the team's varied outcomes. Relationships between team members as they progress towards greater degrees of communication, integration, and commitment are examples of working relationships that may be observed at various levels of involvement. According to Terry L.G. et al. (1980), "The skills are essential if members have to work together efficiently in complex situations; only the development of skills and relationships, involvement on the task regarding the particular task might be selected for reaching at target that is considered as a definition of a team' 'When a team works together with a spirit that allows them to accomplish a common purpose at work, they frequently perform better; this has positive effects on the organisation as well as the success and confidence of the individual workers. When team members collaborate on different activities, they can share responsibilities and ideas and minimise burdens. In order to learn how to operate well as a team member, everyone must participate in workplace, school, and community teams. A scientific skill-based approach to issue solving is particularly necessary when a task is challenged by a growing number of challenges. For instance, the energy crisis affects organisation, family life, and societal growth. According to Terry L.G. et al. (1980),"The skills, competencies and

efforts of the team by setting priorities the team can have better impact on the problems solving such efforts can reduce workload, work duplication, and produce a better result than separate efforts. 'By implementing certain collaborative techniques, the goals can be accomplished more quickly. These are the three categories in which Le Pine et.al (2008) classified ten teamwork procedures.

Teamwork Methods

Transition Methods

- **Goal definition;**
- **Mission analysis;**
- **Strategy formulation.**

Action Strategies

- **Monitoring goal progress, tracking system activity, keeping an eye on the team and their backup plans, and coordinating internal processes.**

Managing conflicts;

- **Developing confidence and motivation;**
- **Impact management.**

Collaboration eases each member's workload, enabling them to finish assigned, crucial tasks for the organisation. It also gives members a chance to make commitments to one another. Additionally, it fosters relationships between the participants as when a team works well, everyone feels valued for their contributions. One of the best examples of a surgical team may be seen here, with the surgeon supported by his team, which also includes nurses, anaesthetists, and specialists. Everyone involved understands how important collaboration is to their success. It is also easy to succeed with the best teamwork because they are committed to the goal of human existence. Building a team, fostering trust, and boosting confidence in the group to complete the objective are all crucial aspects of a manager's job. When every team member contributes to the task at hand, the team's positive dynamic grows, and members' confidence increases. Plaminek (2008) stated that for a team to function well, its members must be trusting, flexible, and willing to work together to advance and achieve goals. For the team to succeed, there needs to be a greater sense of accountability among all team members. Only then will they be more likely to support one another and give their all. Work alone on a task, on the other hand, usually entails more pressure than in a team, and members are less affected by low confidence. In terms of skills, knowledge, and talents, team members are never the same as one another,

but when they work together, they have the chance to learn new things from one another. Completing a task by yourself can be difficult, but when you pool your thoughts, you can overcome this difficulty and complete the assignment together. In modern times, a new trend that is rising within organisations as a crucial process of teamwork has been heavily relied upon for theoretical growth and study. According to Ilgen, D.R. (1999), teamwork has stimulated fresh study and development into the inputs and outputs that limit, influence, and bind team activities inside organisations. Since the world is changing so quickly, no single set of rules will be adequate. Organisations, teams, and adaptive individuals are needed to keep things moving forward. This article makes the argument that team members should make advantage of their unique human qualities. Three types have been identified by Cannon B. et al. (1995) based on the dimensions of teams:

Group dimensions:

1.Cognitive processes: associations, task-specific traits of teammates, team mission, goals, norms, and resources; team role interaction patterns; skills; roles; and perspective of the team.

2.Skills: include flexibility, mutual situational awareness, and understanding of conflict resolution.

3.Attitudes: represent drive, group strength, a common goal, cohesiveness within the team, mutual trust, group orientation, and significance of.

Team Size

Scholars have disagreed on the team size, with Katzenbach et al. (1993) proposing that teams should have no more than twelve members, as this is sufficient to complete a task. Despite organizational practices suggesting that a team of seven members is optimal, Scharf, A. (1989) stated otherwise. Because the judgements of researchers are based on their personal observations, it can be challenging to determine which of the many viewpoints expressed in the literature is preferable. The right output and performance depend on the team size, but empirical research also shows that it might be challenging to determine the right team size and what to accept. According to this study, team size affects performance, indicating that having a small or a large number of members has an impact on efficacy. However, size does matter. As stated by Campion M.A. et al. (1996), a team that is the right size will perform at its best. These distinct outcomes are to be expected at the task, the environment, and the context in which the team operates all dictate the right team size. However, coordination issues resulting in performance delays can equally affect larger

teams. According to Sheppard, J.A. (1993), the optimal team size is a complicated topic that needs further study to fully understand how team size affects a particular activity.

Literature Review

Teamwork is prioritised to boost employee performance and foster a positive workplace culture in a wide range of businesses and sectors. Businesses that use a project-based methodology to consistently generate new concepts or products and form teams to assign tasks in order to accomplish the goal. Various definitions of "teams" have been provided by researchers. Teams are made up of individuals who believe in working together; if a team has expert members, success is more likely to occur, according to Dyer W.G. IN 2007. It's crucial because a team's ability to solve challenges collaborately with several perspectives is what makes it so effective. By working together, building trust, and fostering interaction, team members pool their ideas to create unique approaches for solving issues, and this unity improves the outcome. Teamwork refers to 'work done by several companions with each doing a part but all subordinating personal prominence to the efficiency of the whole' according to Merriam-webster (2012). Also, it is anticipated that united staff will be less antagonistic towards one another and will accept each other's decisions more readily. Workflow within an organisation can be improved by employee unity. Employees that collaborate as a team can learn from one another that awareness is derived from colleagues and their own experiences; It is possible for staff members from various departments to share knowledge. Organisations strive for quality and output through teamwork; high-quality productivity is mostly dependent on a cohesive team. Some organisations gain significantly from using cooperation, as seen by the following chart, according to Maddux et al. (2003)

Benefits of Teamwork

1. Increasing employee satisfaction at work;
2. Decreasing attendance and raising turnover;
3. Fostering innovation and change;
4. Developing the flexibility and adaptation of institutions.

A true team is one in which members are free to choose how to carry out tasks. The sense of duty for work is increased, external control is reduced, and they are able to govern the work process thanks to this authority. Colleagues depend on one another and always feel like they are better than everyone else at work. According to Plaminek (2008), "participation in teamwork facilitates interaction, a sense of belonging, and success recognition for members." These acts aid in reducing a team member's feeling of isolation within the

company. Positive effects on the team can also be attained by effective teams through increased trust and communication among member, higher-quality work, and a decline in absenteeism. Participating in teamwork among staff members keeps the company receptive to fresh perspectives. 'Collectivism is in, and individualism is out in the world of organisations; power is out, and empowerment is in,' said G.M. (1998). The experiences and challenges with collaboration that modern workers and companies face a result of significant change and expanded globalisation are uncovered in this study. In the last few years, there has been notable shift in the perception of collaborative organisations. According to recent research, employees are willing to embrace changes that indicate a modern organisational structure, and the extent of teamwork has emerged in systems that are based on beliefs. It seems that companies that adapt to changes experience higher levels of happiness. While it is possible that managers should consider their staff members' values and views in order to help them contribute more actively to the growth of the company and prepare it for contemporary difficulties. The performance of the organisation and its employees is greatly impacted by organisational culture, which is highly significant. However, there is some debate on the possibility of developing a culture of teamwork in accordance with its needs. It is challenging to define the connections and evaluate a trustworthy collection of qualities that can be applied as an accepted symbol by all organisations. This review study focuses on how organisational culture affects people's assumptions, values, and beliefs, which in turn affects their considerations, actions, and performance. Through learning and training processes, organisational culture also has a significant impact on individuals' actions and performances. The researchers contend, however, that the organisational structure helps to bring together workers from various socioeconomic origins, cultural backgrounds, and personal values in order to facilitate work. Establishing a positive culture of teamwork involves many different elements, such as goal setting, resolving conflicts, empowerment, task completion ability, output measurement, and regard for other cultures that value teamwork. April 27,2012; Pack L, et al. Within the organisation, teamwork teaches workers the value of harmony, mutual understanding, and decreased conflict. Furthermore, a collaborative workplace fosters impartiality among employees by demonstrating that everyone is valued equally and is given equal attention. Teams in organisation are known to be obligated and earnest in their efforts to work hard and achieve success. As members of the organisation, employees can make significant contributions to the success of the company if they are dedicated and understand the ideals and advantages of cooperation. Formal teams can be found in departments, functional groups, and other organisational units, whereas informal teams can be found in families, societies, communities, tribes, and workplaces, among other places. Workers who succeed

in teamwork and are given the opportunity to operate without being micromanaged feel more accomplished as a part of the organisation. In addition to increasing their effort, which aids in improving organisational performance in order for employees to receive praise and recognition from their supervisors. Each member on the team is aware of their responsibilities and how to complete assignments. Maintaining an organisation's standard by which it is recognised is facilitated by the true spirit of teamwork. The group establishes what its area of expertise is, how it performs tasks that are valued by the company and its management, and how it is protected by recognition. Workers recognise the ideas that are part of their belief system and are called to develop and bring attention to better performance by these understandings. The term "team" is used to refer to a group of people who have usually evolved attitudes, values, and collaboration in order to work together. There are enough definitions of teamwork in the literature. The study highlights the strong correlation between teamwork and performance. For example, Wagner (1995) noted that "in the team, individual is less valued, and group is more valued, with." The study finds that individualism and collectivism both govern the links between team size, standing, and collaboration, with individualists' cooperation being more positively impacted than collectivists.

Conclusion

This study paper's primary focus is on examining teamwork's foundations and efficacy in achieving organisational goals in greater detail. Collaboration a wealth of information and knowledge, and cultural differences all contribute to the development of a collaborative culture and the ability to come up with worthwhile solutions to challenges. Team members must be motivated to accomplish their jobs in order to function effectively. They also need to have a solid grasp of how to do their jobs and achieve their goals. Training is basic method to guarantee understanding. Organisational teamwork is essential to sound performance; in order for an organisation to function well. It is therefore essential to understand how a team functions, how they make choices, and what kinds of behaviours take place inside a team. Collaboration skills might help them with their tasks if they know how to operate well as a team. Employees of an organisation might embrace the values that their organisation has cultivated via tradition, history, and structure. Organisations rely heavily on their values and assumptions, which serve as a team's guide. These are largely related to each team member's fundamental value and dignity as well as their capacity and requirement solve issues and promote good change. It may be inferred from this review study that teamwork positively affects an organization's performance and success. Thus, social scientists and academics have placed a lot of emphasis on the aforementioned theme of teamwork in their recently established literature. A lack of effort to evaluate the importance of teamwork in an organisation's success is also demonstrated by the aforementioned study

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