

A STUDY ON THE EFFECTIVENESS OF TEAM WORK AT MANATEC ELECTRONICS PRIVATE LIMITED KARIKALAMPAKKAM PUDUCHERRY

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ABSTRACT

The study aims to measure the components of the effective teamwork in an organisation how it is helpful in fulfilling the organisation goals and the objectives. Teamwork is entitled to the same right, privileges and opportunities, regardless the race, gender, faith or age. It is observed that the success of the team is being determined by the different factors viz., team objectives, growth orientation, emotional security, reinforce a share purpose, collaborative spirit, and role clarity. The main purpose of the study is to know the effectiveness of the team and to offer the suggestion for the improvement. The study intends to locate the Manatec Electronic private limited Puducherry. Both primary and secondary data were used in the study Primary data were collected from the 25-sample employee in an organisation at manatec. Data processing was done statistically by applying the descriptive methods by using SPSS software and the statistical Chi- square tool according to the hypothesis. The findings of the study resulted in there is no association between the effectiveness of the teamwork and the job performance of the employee.

Keywords: Team effectiveness, Team objectives, Growth orientation, Emotional security, Reinforce a Shared purpose, Collaborative spirit, and Role clarity.

I. INTRODUCTION

According to Hartenian [1], managers and supervisors are becoming more aware that teams are more effective in providing results than employees working individually. This is one of the reasons the use of work teams has become more popular. Alie, Beam, and Carey [2] speculate that teamwork is becoming the foundation in organizations. As part of many reorganization agendas, many organizations are using work teams as the principal component to staying competitive [3].

Cohen and Bailey [4] found that 85% of the organizations composed of 100 employees or more are using work teams to achieve their goals, and in fact there is a strong enthusiasm for this work configuration. Employers are confident that they can hire employees with the ability to work in teams. Despite the many benefits teamwork brings, developing them is not always an easy task. However, employers are under the notion that they can develop this dexterity in their team members through training and mentoring. Hartenian's [5] research study, about team member acquisition of team knowledge, skills, and abilities found that work teams who were offered training and mentoring demonstrated higher team skills than those who did not receive it. The most important building block to develop and effective team is communication, so it is imperative to develop the necessary skills to communicate effectively with each other.

You want your employees to feel like they can put forth their ideas and express their feelings in an open environment, but you also need them to be keen listeners who are prepared to listen to the views of others. It can be easy for a team to fall apart quickly if its members favour their own personal goals over that of the team.

To keep the teamwork fire going, you need to establish regular and open lines of communication and monitor how the group interacts. Learning to communicate effectively is not a simple one step process and requires work from all sides. It is a great idea to have weekly meetings in which the manager is present in order to see how the team interacts with each and offer feedback on their achievements, as well as how the team meetings are running.

II REVIEW OF LITERATURE

Ream E. (2008) Teamwork: "Reflection of the team experience" Teamwork is the backbone of effective communication and the crucial cog that keeps the wheel of successful project management turning. The role of teamwork in enhancing problem solving skills, cohesion, learning, and productivity can no longer be ignored. Proper teamwork plays an integral role in promoting the effective implementation and fulfillment of shared goals in a team project in a manner that is better and quicker.

Katzenbach and Smith (1993) “Teamwork in the workplace” A team is a group of people working together to achieve the same objectives. They state in their report *The Discipline of Teams* (1993) that ‘the essence of a team is common commitment. Without it, groups perform as individuals; with it, they become a powerful unit of collective performance.’ Throughout this study, they will analyze the many different advantages and disadvantages of working in teams and its effects on team members and their performance and commitment within the team.

Vanessa urch druskat: The content of effective teamwork mental models in self-managing teams: mental model construct shows great promise for increasing understanding of what drives team behaviour. Susan G. Cohen: what makes team work: Group effectiveness research from the shop floor to the executive suite: He presented seven key learnings for group effectiveness Designing effective self-managing work teams: He find out Higher group efficacy will lead to higher performance and higher group performance will lead to higher group efficacy. Martin Hoegl: Task innovativeness as a moderator of the teamwork–performance relationship in software development projects: The quality of teamwork serves as an important facilitator to the successful enactment of goal setting in team projects. Beatrice J. Kalisch, Hyunhwa Lee and Monica Rochman: Nursing staff teamwork and job satisfaction: Higher level of teamwork and perceptions of higher levels of staffing adequacy leads to greater job satisfaction with current position. Barbara A. Oakley, Darrin M. Hanna, Zenon Kuzmyn, and Richard M. Felder: Best Practices Involving Teamwork in the classroom: Assigning work to student teams can lead to learning benefits and student satisfaction. Kimberly A. Smith-Jentsch, Gwendolyn E. Campbell, Dana M. Milanovich, Angelique M. Reynolds: Measuring teamwork mental models to support training needs assessment, development, and evaluation: He reports two studies, like first study indicated that higher ranking navy personnel held mental models of teamwork, second the effects of a computer-based training (CBT) strategy that was designed to develop teamwork mental models. Desmond J. Leach and Toby D. Wall, Steven G. Rogelberg and Paul R. Jackson: Team Autonomy, Performance, and Member Job Strain: Team autonomy and KSAs are individually related to performance and strain, is overly simplistic and potentially misleading. T. Manser: Teamwork and patient safety in dynamic domains of healthcare: Teamwork demonstrates the critical importance of teamwork in assuring patient safety in the dynamic domains of healthcare.

Ajay Kr. Singh and Antony: The Spirit of Team Work: He concludes that the enriched work force is instrumental to team work effectiveness. Xyrichis A. & Ream E. (2008) Teamwork: A concept analysis: He find out teamwork is seen as an important facilitator in delivering quality healthcare services internationally. Martin Hoegl and K. Praveen Parboteeah: Goal setting and team performance in innovative projects: Teams are associated with higher performance only in cases of highly innovative projects.

III OBJECTIVES OF THE STUDY

1. To find whether team work is effective at Manatec.
2. To find whether effectiveness of teamwork associated with the job performance of employees.

IV HYPOTHESIS OF THE STUDY

H0: There is no association between effectiveness of teamwork and the job performance of employees.

H1: There is association between effectiveness of teamwork and the job performance of employees.

V RESEARCH METHODOLOGY

The study at manatec that seeks the knowledge and information about the six factor that are effective for teamwork team objectives, growth orientation, emotional security, reinforce a share purpose, collaborative spirit, and role clarity it consists of 150 employees among them a sample of 25 respondents were selected at random. Both the primary and secondary data has been used for the study. Primary data was collected with the help of questionnaire distributed to the employees of Manatec Electronic Private Limited, Puducherry, by using the questionnaire. This data was analysed using the SPSS software

VI ANALYSIS AND INTERPRETATION

The table 1 shows the allotment of the socioeconomic variable of the employees for this study

TABLE 1 SHOWS DEMOGRAPHIC VARIABLE

SlNo	Demographic Variable	Frequency	Percentage	
1.	Gender	Male	11	44
		Female	14	58
		TOTAL	25	100
2.	Age	21-25 year	24	96
		26-30 year	1	4
		30-40 year	0	0
		Above 41 years	0	0
		TOTAL	25	100
3.	Marital status	Married	3	12
		Unmarried	22	88
		TOTAL	25	100
4.	Qualification	Diploma	1	4
		Under graduate	24	96
		Post graduate	0	0
		Other	0	0
		TOTAL	25	100
5.	Experience	0-1 year	15	60
		1-2 year	10	40
		2-5 year	0	0
		Above 5 years	0	0
		TOTAL	25	100

Source: Primary Data

The employees are predominantly at the age group of 21-25 and less than 21. The study disclosed 96% of the employees are undergraduates and 60% of the employees comes under 0-1year experience.

Table 2 shows the association between the effectiveness of teamwork and job performance of the employees Teamwork * Job performance Cross tabulation

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Count	Job Performance				Total
	3	4	5		
teamwork	3	1	3	2	6
	4	1	5	1	7
	5	3	3	6	12
Total	5	11	9		25

Chi-Square Tests			
	Value	DF	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.872 ^a	4	.143
Likelihood Ratio	8.133	4	.087
Linear-by-Linear Association	.182	1	.670
N of Valid Cases	25		

a. 8 cells (88.9%) have expected count less than 5. The minimum expected count is .96.

Source: Primary Data

By using chi-square test it was found that there is no association between effectiveness of teamwork and the job performance of employees. Since, the p value is 0.143 which is greater than 0.05 significant level.

VII. DISCUSSION AND CONCLUSION

The employees are predominantly at the age group of 21-25 and less than 21. The study disclosed 96% of the employees are undergraduates and 60% of the employees comes under 0–1-year experience. By using chi-square test it was found that there is no association between effectiveness of teamwork and the job performance of employees. Since, the p value is 0.143 which is greater than 0.05 significant level

Taking into account the building and incorporating of teams in the workplace are still a growing method, while not all organizations use work teams, higher management are at least starting to see the benefit they can provide. This change in work method gives even more reason as to why this topic should be studied. Now that it is known teams can be useful, what can be done to make them most effective? There are a lot of factors that tie into teamwork effectiveness, gender and ethnicity being two major components. The research in this study sheds light as to how teams should be built, meaning who they should be comprised of, as well as which individuals may work best together. However, this study only touches the tip of the iceberg. There are more components that now need to be considered, such as employment history, experience, skill level, education, salary, and age. What this study certainly could improve on is taking a deeper dive and separating the population sample into more specific and narrowed criteria. Further analysis on the data could help those in the field better understand what to look for in employees when selecting individuals for a work team.

Finally, it is observed that the most of team members in the organization satisfied with the facilities, and also the organization should provide authority to team members participating in the decision-making process, it will made them more courage's and enthusiastic towards working in the organization.

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