

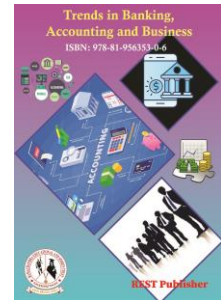


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A Study on Effectiveness of Team Work Among Employees in Schaeffler India Limited with Reference to Hosur

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Abstract: Teamwork is important for organizations, especially in today's highly competitive world. Studies show that organizations that emphasize teamwork innovate faster, see mistakes more quickly, find better solutions to problems, and attain higher productivity. Teamwork is one of the most important factors that help to improve employees' performance in the organization. Research suggests that teamwork provides better results for organizations than individual work. Every company sets specific goals and objectives to realize. The success of the company in realizing these objectives and goals relies on many factors. One of these factors is the good and effective performance of its employees. Nowadays, there is a fierce competition among companies working in the same field and in the same market place. Therefore, there is greater emphasis upon the personal achievement of the working staff at work place; in which the effectiveness of teamwork is thought to have an impact upon the employee performance. This paper attempts to investigate the impact of effective teamwork (effective communication, level of trust, interpersonal skills, team cohesion, accountability) on employee performance. The study adopted a qualitative methodology that involved a thorough empirical review and analysis of past studies related to team work and employee performance. The results of the study revealed that there was a positive significant relationship between teamwork and employee performance in the organization.

Keywords: Employee Performance, Teamwork

1. INTRODUCTION

A team is a small number of people with complementary skills who are committed to a common purpose, a set of performance goals and an approach for which they hold themselves mutually accountable. It is important for teams to work effectively together. In doing so, they will produce results of a high quality in that they are accurate and complete. A team that works well together will create an environment of mutual trust and respect, as each person values the input of their colleagues. Communication is the key to effective teamwork. Being able to share ideas and provide feedback is very important in viewing the objectives from all possible angles, resulting in complete and comprehensive results. Each team member should give their all in helping the team and carrying out any roles assigned to him or her to ensure the smooth progression of the project. Managers and team leaders also have responsibilities in ensuring the effective workings of their team. They need to provide the team with a clear vision and objectives with no ambiguity, so the team is clear on what they need to achieve. Leaders also need to provide an example on how to carry out work efficiently to provide guidance for others. Teamwork is aimed at working together harmoniously towards a defined goal by providing the necessary synergy where individuals get empowered in the working relationship to achieve continuous performance improvement and a better understanding of the importance of collective action towards career advancement. Teamwork makes the employee loyal to the workplace under which he/she serves. The identity which comes with team placement or specialization in a given field makes the employee become committed to that course. The employee experiences the urge to attain more expertise in a specific course where he operates as the team seeks more and more efficiency at the workplace. The research and training sessions as promoted by the organization for specific teams improve their performance and overall organization performance. Teamwork is an approach that has been adopted by many organizations where the tasks that are aimed to attain the overall mission and vision of the

organization as outlined in the mission and vision statements. The teamwork groups are actually working floors or departments under which various activities are conducted in attaining the overall purpose of the organization.

2. OBJECTIVES OF STUDY

Primary Objective:

To study the effectiveness of team work among employees in Schaeffler India Limited, Hosur.

Secondary Objectives:

To study the socio economic factors of employees in the company

To analyse the employee characteristics and performance related to work in the company.

To know the working relationship among the employees in the company.

To analyse the results of employees in organization in betterment of their individuals.

3. SCOPE OF THE STUDY

This study tries to emphasize on the significance of teamwork and its effects on employees performance in the workplace. This research study will be an important endeavour in helping both employers and employees to promote the concept of teamwork in the work environment due to its influential effects on the performance and productivity of the organization and workers. Also, it can serve other researchers who want to re-investigate the lack of teamwork concepts in the industry

4. LITERATURE REVIEW

Sanyal & Hisam, (2020) investigated the influence of teamwork upon employee performance within an organization. They tried to inspect the influence of teamwork on work-related performance. They sought to inspect the factors related to the notion of teamwork in job environment. These factors included trust, leadership, structure, rewards, and performance evaluation. The researcher devised a questionnaire to be the study tool for collecting the primary data from the sample participants. After the analysis carried out to the data gathered, the researcher found out some important results. The study revealed that there is a significant association amongst the independent variables representing the factors of teamwork, including leadership, trust, and performance evaluation, structure, and rewards, from one side, and performance, from the other side, as shown by the faculty members of the industry

Khan & Mashikhi (2020) carried out a study under the title of "Impact of Teamwork on Employees Performance". The study's chief aim was to explore the impact of teamwork on employee performance in the Oman sector. The researcher adopted the descriptive research method in their study. They devised a questionnaire covering all the research questions and hypotheses, which was distributed to the sample participants to get the primary data necessary for achieving the objectives of the study. They used the correlation analysis to inspect the association between teamwork and employee performance, whereas they used regression analyses and mean scores to prove if independent variables used as teamwork measures, represented in team members' knowledge sharing influences employee performance or not.

Manzoor (2020) did a study called "Effect of Teamwork, Employee Empowerment and Training on Employee Performance", in which they studied the direct impacts of employee empowerment, teamwork, and training on employee performance in the sector in Islamabad, in Pakistan. The study belongs to the descriptive research studies. The outcomes of the study indicated that there is a positive influence for teamwork on the performance of employees. In addition, employee empowerment shows a positive influence on employee performance.

Sloane, & Peter (2021) Generally, the collaboration amongst the members of a team represents a supportive force for teamwork in any business organization, such as the companies in the kingdom of Bahrain, as it enables workmates to work together, side by side, towards realizing the organizational performance-related objectives. In this sequence, teams provide its members with the chance to inspire each other and to utilize the collaboration existing between the single individuals in a team. In addition, working together with other members in a team also allows co-worker's to recognize the importance of teamwork, as well as its impact upon their performance. Therefore, companies ought to employ a general outlook and attitude of teamwork to be able to gain its benefits.

Jalal & Putri (2021) This encourages the presence of an effective teamwork environment that will enable these business organization and institutions to gain competitive advantage as it creates a real base for generating new ideas and for realizing employee satisfaction, increasing the overall productivity of the organization. The increasing global competition in our current age of globalization, where there is no barriers among countries in terms of business, leads to imposing great pressures upon companies as well as raising the customer expectations from these companies. This is not only confined to the development of new products, but to the capability of adopting new technologies and improving the quality of the products or services provided to customers in order to be able to compete effectively and successfully.

Gilang (2022) Every company sets specific goals and objectives to realize. The success of the company in realizing these objectives and goals relies on many factors. One of these factors is the good and effective performance of its employees. Nowadays, there is a fierce competition among companies working in the same field and in the same market place. Therefore, there is greater emphasis upon the personal achievement of the working staff at work place; in which the effectiveness of teamwork is thought to have an impact upon the employee performance. A team refers to a group of people working together with the same goal of accomplishing the same objectives and goals for the good of the both customers and companies as well.

Stephani (2022) The essence of teamwork adopts the principle of reducing and breaking workload into pieces of work for everyone to take part. The efficient and good team building within any company can lead to improving the overall performance in delivering the service or the product to customers creating an atmosphere of belonging, with the ability to find solutions, under the auspices of clear strategic values that concentrate on customers. On the contrary, the poor building of teams may lead to negative motivation, disillusionment, and low morale within the organization, failing to deliver the expected and hoped for results.

Al Salman & Zubair (2022) In this age of augmented competition, leaders and managers have recognized the importance of teamwork. Teamwork can increase the outputs of individuals through cooperation and communication. It is the method of enhancing work force use and levitation of performance of every single person within the team. Single employees work confidently in a team and this strengthens their information and improve their skills. Recent studies show that working in teams could lead to more productivity as compared to working individually.

5. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic. The project work entitled “A study on effectiveness of team work among employees in Schaeffler India Limited, Hosur.

6. DATA ANALYSIS

Chi-Square Tests:

Table 1. Age of The Respondents * Team Work Achieve Participation, Confidence and Skills Development

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.221E2 ^a	9	.000
Likelihood Ratio	250.754	9	.000
Linear-by-Linear Association	118.159	1	.000
N of Valid Cases	150		
a. 2 cells (12.5%) have expected count less than 5. The minimum expected count is 3.37.			

7. FINDINGS

1. Majority 64.7% of the respondents are male

2. Majority 31.3% of the respondent's ages are between 25 – 30 years
3. Majority 26.0% of the respondents are development department
4. Majority 30.0% of the respondent are educated in B.Tech
5. Majority 26.7% of the respondents are experienced in 1– 3 years
6. Majority 31.3% of the respondents are earning income between Rs.15,000 - Rs.20,000.
7. Majority 22.0% of the respondents are reinforce a shared purpose

8. SUGGESTIONS

The IT industry should provide freedom to team members to take decisions towards the organization goals. The organizations should provide all facilities to team for create new ideas and creativity. The organization should provide authority to team leader always to keep learning & updating the skills. The organization should provide Coaching for team leaders. The organization should utilize the resources effectively. The organization should develop mutual trust between team members towards achieving the organization goals.

9. CONCLUSION

After the study of “Effectiveness of teamwork” in the industry, 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. Teamwork has proven to be closely related to the performance of the individual employee. This concurs with earlier research work which indicates that teamwork helps to enhance productivity, boosts effectiveness and also efficiency at the workplace. The various faculties and the supporting sectors should seek to enhance the teamwork in attaining their mandate through the participation of every employee.

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