

# Significance of Teamwork in Organization

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**Abstract:** *An organization as it means is a consciously established social structure to achieve some definite ends. It is made up of a number of people involved in patterned acquaintances. Group training is needed to enhance group-building experience. Team building is the process of helping a working group become more efficient in fulfilling its tasks and meeting the needs of the group members. By looking at university as a social system then a change strategy must aim to change the whole system-not just part of it. Team building has been described as a significant tool for enhancing the psychological environment in which teams work and the overall functioning of the teams. In the sports sense, team-building strategies have been consistently found to contribute to changes in team effectiveness. Team building includes a wide array of practices designed to enhance team performance. Their goal is to bring out the best in a team to ensure self-development, constructive communication, leadership skills and the ability to work together as a problem-solving team together.*

**Keywords:** *Effective, Team, Building, Workplace.*

## I. INTRODUCTION

Team building is an interesting topic in the current business climate, as companies pursue team-based systems to drive more changes in their competitiveness, profitability and quality of service. Managers and members of the organization collectively discuss ways of improving market performance and productivity. Some find team-based, horizontal, systems to be the best design to include all workers in achieving business success. Team-based development programs aim to improve consumer outcomes[1]. Team building includes a wide range of activities that are presented to organizations and intended to improve team performance. It is a job design philosophy that sees workers as members of interdependent teams, rather than individual employees. Team building in any organization is an influential factor; the emphasis is to excel in bringing out the best in a team to ensure self-development, constructive communication, leadership skills and the ability to work together as a team to solve problems. Although work environments frequently target individuals and personal goals, with individual employee successes being pointed out by praise and recognition, with good team-building skills, workers can be unified around a common goal of creating greater productivity[2]. In the lack of teams, workers are confined to individual efforts alone but through teambuilding, workgroups develop into unified communities and share goals for the achievement of group assignments, adding to mutual trust and support and respect for individual differences.

Team-based systems have replaced the highly formalized, centralized, and departmentalized mechanistic structures that had historically been the standard in work organizations since the early 1980's. Team usage has

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quickly spread as a result of the belief that the development of strong and effective production and managerial teams will lead to the potentially higher performance and greater job contentment. Synergies are to be derived through higher levels of work force participation. The team manager leads the team towards success and cohesiveness. A team takes on a life of its own and, like individual employees, must be constantly nurtured and managed. Individuals contribute to the overall performance of the organization in a team-oriented atmosphere. To achieve those outcomes, they collaborate with other members of the organization[3]. Although they have specific job roles and belong to particular divisions, they are united with other leaders to accomplish the overall goals. The larger picture drives their actions; and they have functions to serve the larger picture. Teamwork is fostered by honoring, supporting, enthusiastic and caring about, rather than abusing or dictating to, men. Heap affirms that the crux of the approach to team building is love and spirituality that results in mutual respect, compassion and work for humanity. Individuals working in teams for each other are a stronger force than expertise, procedures and strategies, annual appraisals, goal-by-goals etc. Usually teams are great teams when they want to do it their own way[4].

## **II. TEAM COGNITION**

Research on the success of human team shows that experienced team build a shared understanding or mental model used to organize activities by anticipating and predicting each other's needs and responding to the demands of tasks. Furthermore, implicit and explicit collaboration approaches are critical for such teams in promoting teamwork processes. Explicit coordination occurs through outsourced verbal and non-verbal communication, while implicit coordination is assumed to occur through the meta-cognitive behaviors of team members who have exchanged mental models of what should be done, where, and by whom. Shared mental models of team thus allow the team members to coordinate their behavior and communicate better depending on situational requirements[5]. Team training scholars have formulated hypotheses most specifically concerning mutual cognition in general and concepts of shared mental models in particular. Specific theorizing on training shared mental models indicated that teams need commonly held information constructs to help them to anticipate team behavior based on shared performance expectations in order to successfully organize their acts. In general, this includes knowledge of team goals and objectives but more importantly, it includes knowledge of teammates ' roles and responsibilities along with team activities and procedures and task timing / sequencing.

## **III. OBJECTIVES OF TEAM BUILDING**

Team building has many major goals one of which is to enhance good communication with attendees as members of the team and individuals. Productivity and innovation are also on the rise. Another team building purpose is to achieve better organizational policies and procedures while inspiring team members to achieve goals. It also seeks to ensure clear goals for the research and an environment of collaboration and collective problem-solving.

Team building further promotes higher levels of confidence and support[6]. Diverse co-workers work well together with team building and there are higher levels of job satisfaction and engagement.

#### **IV. STAGES OF TEAM DEVELOPMENT**

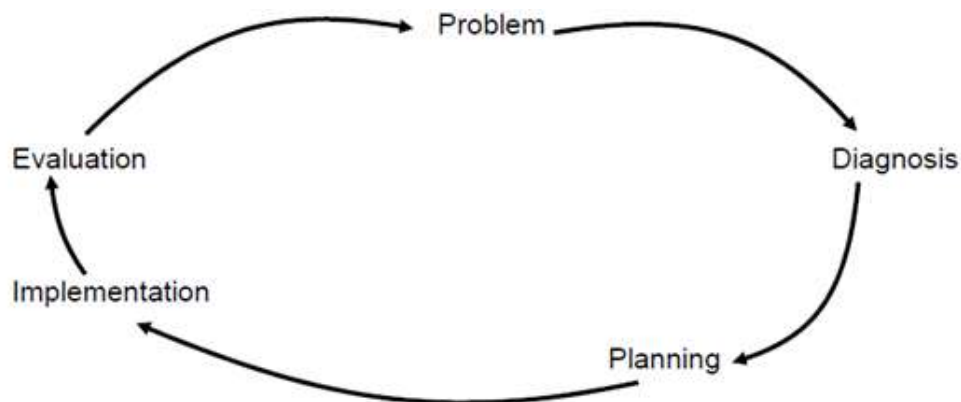
In essence, team development involves five stages each with its own particular challenges as proposed by a researcher in a review of the four-stage model. The first step of team building is the creation that is the point at which a group of people come together to accomplish a common purpose. Next is storming stage involving disputes about task, vision and solutions and getting to know each other from the team members. This phase can have strained relationships and disagreements. This is preceded by the standardization stage where the team has consciously or unconsciously formed working relationships which allow progress to be made on the goals of the team. The fourth is the performing stage in which relationships, team procedures and the performance of the team working on their goals are coordinated to bring about an effectively functioning team. The final stage is the transformation phase in which the team performs so well that members think it is the most successful team they've experienced; or the final stage in which the team has accomplished its task or objective and it's time for team members to undertake other objectives or projects[7]. It must be recognized that not every team comes in the specified order through these stages. Once again, different activities such as adding new team members can send a team back to earlier stages. The members' experience, the help the team receives, and the team members' knowledge and skills are factors which decide the length of time needed to progress through these stages.

#### **V. TYPES OF GROUPS IN ORGANIZATION**

**V.I. Formal Groups:** In other organized groups are formed to accomplish specific goals and carry on specific tasks that are clearly related to the overall mission of the organization. Organized classes can be of two forms, depending on their existence. Permanent formal associations are bodies that work in various departments of the organizations such as the top management team. Temporary formal groups are committees or task forces that can be set up to perform a particular job that will cease to exist once the job is performed, unless other tasks are formed for them or unless they take on an informal role[8]. A company should set up a committee or study group to expose wage policy, study the relationship between the organization and the community and try to come up with some ideas to strengthen partnerships between the union and management and talk about new products and services, and so on. For a long time, temporary formal groupings can occur. What makes them transient is that the company identifies them as such and the members feel they are part of a group that can go out of existence at any moment.

**V.II. Informal Groups:** There are three divisions of informal group. The first cliques are horizontal. It means an informal group of employees, managers or members of the organization who are more or less of the same rank and work in more or less the same sector. A second type, which can be called a vertical clique within a given department, is composed of members from different levels. For instance, groups in several organizations studied that consisted of a number of workers, one or two foremen and one or more senior managers. In fact, some or the

members were in a superior-subordinate relationship with each other, and they need each other to achieve goals. For example, such groups often serve an upward as well as downward key communication function. A mixed group can be called the third form of clique. This will have members of various grades from different departments in it and can come from different physical locations such as clique to take care of the organization. For example, when a machine breaks down and needs immediate maintenance work, the manufacturing head can develop a relationship with the best workers in the maintenance department and be able to short-circuit formal communication channels. On the university campus, the community of informal groups consisting of students, faculty and senior administrators working on issues that may be a significant basis for the creation of such a clique in the external organizational contest has been seen.



**Fig. 1: Process of Team Building**

From the diagram the team building process is in a circle. It begins with problem recognition. Working group leaders evaluate how they work together, and make changes to improve their performance. Team building involves members of the working group concentrating on one or more of the following:

- Fixing group goals or priorities.
- Review or redistribution of the manner in which work is done.
- Examine how that group works.
- Examine relationships between the people who do the work.

The group goes about collecting data after identifying the problems, which is meant to get together to ask questions about what is responsible for the problem. The activity they need is diagnoses-the question "is the cause of the human or material problem" is answered next in planning ways and means to solve the problem and make the group. The next cohere for development, growth and performance is planning execution, and implementation assessment, which is sometimes referred to as follows monitoring[9]. That's one disk. This approach was used to solve problems, e.g. team building in a federal agency, in organizations. The two fundamental underlying goals of

every organizational alter in planning are; (i) Improving the organization's capacity or ability to adapt to changes in its atmosphere, and (ii) To change workplace behavior patterns.

## **VI. IMPEDIMENTS AND CHALLENGES TO TEAMWORK**

Team building is a process of organizational change and development. Therefore, teams are vulnerable to all problems that may occur during any phase of organizational change. Employee resistance can result in particular where employees are required to work with other employees they are not familiar with. The new teams in this case break up established social ties. One way of addressing this is by building team-buildings. Researcher states that teams frequently face issues that may decrease the team's effectiveness and, specifically, its decision-making ability. The team may not share clear goals or intentions, and therefore as earlier discussed identifying specific goals is very critical. The time trade-offs in decision making (team decision making can take time away from working. There may be concerns of "group thinking" and regulatory pressure as well as the potential for increased disagreement over decision-making. Absent sufficient team training and preparation, teams are unlikely to work successfully for the creation and execution of a shared vision. There are also the problems resulting from lack of communication; personal conflict; over-emphasis on partnership giving and taking. Teambuilding aims to develop group performance by improved communication, reducing disagreements and creating greater unity and commitment among members of the working group. Resistance from workers can also arise from other causes. Where teamwork requires job expansion it may be appropriate to either decrease some of their duties or adjust the compensation and rewards scheme. Teamwork is also often correlated with pride, autonomy and added responsibility and managers typically assume that people tend to be involved in decision-making rather than being told what to do. Though in most cases this may be true, it is not true in all cases. It may cause some workers to be dissatisfied and eventually lead to job dissatisfaction, worker turnover and/or reduced efficiency[10]. There is no simple remedy for this problem but, if possible, training or a change of position within the organization is often helpful. A big risk of team building is that the organization's team member may become cynical. Team building events need meaningful workplace practice to complement them. Where team members do not see a change within an organization related to team building activities, they may perceive these events as a waste of time and this may result in loss of organizational confidence, damage motivation, decrease employee morale and productivity.

## **VII. CONCLUSION**

An organization as it means is made up of several individuals in patterned relationship. Education in the company is important to improve the exercise of team building. It is more successful in fulfilling its mission and meeting the needs of the members of the group. They must aim to change the entire system not component of it. There are still people with their problems; little groups here and there with one intention orb the other that is to keep the system in its homeostatic condition. Implementing and assisting teams within an organization requires considerable change in structure and consideration of many issues. The entire organization, starting from the team

members who execute and support teams in an organization, requires significant systemic reform and consideration of many issues. The intensity and effectiveness of the changes implies that team building and implementing is a long process with many challenges presented. Nonetheless, the rewards are immense and there are no plans for those adopting teams to return to their previous systems. Good teambuilding brings many benefits to organizations, despite the challenges.

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