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## Impact of Teamwork on Employee Coordination: A Case of Pakistan

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### **Abstract:**

*This research study examines the impact of teamwork on employee coordination. The coordination among employees is getting better when they work in a team, also their performance is also improved and hence it makes them able to accomplish the organization goals. When the employees are satisfy with the working environment of the organization, it will gradually increase their involvement and participation in each and every task. While becoming the part of team does not only enhance the performance level, but it also brings some advantages like better productivity, gained competitive advantage and enhance the quality of the products. The performance of employee is getting better and improve by expanding the volume of teamwork. In teamwork the work related stress and pressure is being shared among the team members.*

**Keywords:** *employee productivity, organization productivity, employee satisfaction*

### **1. Introduction**

In today's business environment the success key factor of any business is teamwork. Teamwork plays a vital role in the effective development of any organization. It is the integral part of the organization. In teamwork the work related stress and pressure is being shared and the responsibility is not gathered on one shoulder. The comprehensive standard and work speed tend to scamper ahead. Working in a team not only brings the productivity, but it also expands the individual output. Being a part of the team, the people working together and make efforts to accomplish the desired goals of the organization. In addition, every member of the team put their interest and needs aside and working towards on organization goals. Effective teamwork is the essential key of the successful business, whereas the lacking and collapses in teamwork damage the position of the organization. The essential element of effective teamwork is keeping and attracting those potential members that would expedite the productivity in organization. This research is conducted to examine the impact of teamwork on employee coordination. The reason of this conducting is to find out those parameters which positively increase the collaboration among employees when they work in a team.

#### *1.1. Problem Statement*

To identify the impact of employee coordination in teamwork. This is an effort to examine the influence of cooperation among employees and their consequences in organization.

#### *1.2. Significance of the Study*

This study would be valuable to the corporate organization as it elevate the policy regarding teamwork. The study is also helpful to general public as it will guide them on the influence of teamwork on the employee coordination. This study would also efficient for the coming students who may use this research study in future as referral stuff in their work project.

#### *1.3. Objectives of the Study*

- To determine the relationship between teamwork and employee coordination.
- To identify the effect of teamwork in organizational productivity.

#### *1.4. Limitation of the Study*

The limitation of this study is compelled with the deficiency emerge from the inadequate time. The variables of this study is organization productivity and leadership instead there are also the other variables (ideas sharing, employee satisfaction, work culture) but due to the short span of time does not cover all these in this study.

#### *1.5. Scope of the Study*

The scope of this study is to determine those factors which significantly increase the coordination among employees in teamwork and also its impact on the organization development.

## 2. Literature Review

(Rahman Bin Abdullah, 2012) This research targets the hotel industry in the region of Malaysia. The research is basically based on the relationship between team and employee satisfaction. A “service profit chain” business model is applied in this research. This model measures the correlation between employee satisfaction and loyalty. When the employees become satisfied with the working environment of the organization this will gradually increase their participation in each and every task and thus this will increased their loyalty from the organization.

The research targets an organization which is in China. Teamwork plays a vital role for the development of staff and it is also beneficial for the business and thus they achieve their targets and goals in an efficient way. Due to different perspective, motivation methods are different but they are interrelated with each other at some points. There are different motivation methods which integrate people to work in teams. The method includes a reward system, team based leadership and communication system and team training with equal opportunities etc. (Jiang, 2010)

The research took place at micro, small and medium enterprise (MSMEs) in India (T.Ravikumar, 2013). Employee engagement is the vital source of business success in current competitive market. Employee engagement is directly link to the satisfaction of customers, reputation of company and with overall shareholder value. Organization work really hard in engaging employees to take a competitive edge. An organization mission, goals and its objectives is largely depending on the employee engagement.

According to (Sheikh Raheel Manzoor, 2011) teamwork is directly proportional to the employee performance. This research was conducted in higher education department at Peshawar. The activities of teamwork gradually increase the performance of an employee. Employees who work in a team, generate better and efficient output as compared to those who work in the individual basis. Being a part of the team not only enhance the performance of an employee, but it also bring some benefits, i.e. better productivity, competitive advantage and enhance product quality and its quantity. Those employees become the standard for the organization who works in a team.

The research was conducted in healthcare sector at Peshawar. The practice of healthcare professional is managed on the basis of team rather than managed by the individuals. Teamwork is become the most important necessity in healthcare sector. In this research, teamwork is dependent on the four components (leadership, commitment, communication, and self-efficacy) and its impact on the health sector. Leadership, commitment, communication, self-efficacy have significant strong relationship with the element of teamwork. Leadership has a positive and significant relationship with the organization commitment rather than with the team intervention and communication. Organizational supportive culture is significant for the characteristics of job like with its content or work design. The supportive cultures holds an important value because it turns the asset of hospitals valuable for better and prospers result and thus gain commitment. (Zunnoorain Khan, 2015)

The research was applied in university of Saudi Arabia (Dr.Shahid M.Azhar, 2013). The workplace culture is largely depending on the teamwork now a day. The main focus of this study is to analyze how different perspectives of peoples working together within a team. Teamwork brings productivity, quality and excellence and it also increase the motivational factor and commitment among employees. Team shapes the environment and the settings of an organization to gain success not only for the quality of their service and products but also for that atmosphere that leads various dimension of effectiveness. Become the part of the team employees feel that they are the valuable assets for the organization and thus they stay and loyal with the organization for a long time period and also they generate more productive output.

This research was conducted at cigarette factories in east java of Indonesia. Working environment and teamwork have significant and positive relationship with the satisfaction and performance of the job. Pay serious attention to the need of human resource because they are the valuable assets that should owned by every organization. This would successfully bring the improvement and satisfaction in job and make employees loyal to the company and thus organization would able to achieve its corporate objectives in an efficient way. Giving special attention to the human resource (HR) practices brings commitment and competence of employees, enhance workforce training, participation of an employee and also improve the welfare of an employee. A successful team result higher productivity, higher job performance of the cigarette rollers (Musriha, 2013).

According to (James H.Hamlyn-Harris, 2006) employee should accomplish their task within a team due to the current working scenario or environment. Although the experience of a team is the important element in the process of selection which is taken by the human resource (HR) department. This research was conducted in the University at Australia. Most of the University or Institute give team based assignments or projects for just to improve and the polish the skills of a team. People who gain sufficient amount of experience in teamwork will manage each and every thing in an effective and efficient way.

The research was conducted in the University of USA (Carol R.Paris, 2000). A team is the set of two or more people who work together to achieved the desired goal and objective of the organization. Factors that differentiate a small group of people from teams include collaboration among members, relevant knowledge of task, a common goal or objective, different type of information. Teamwork is a particular or specific behavioral competency which allows the members to enhance or upgrade their performance.

According to (Shu Feng Chien, 2012) teamwork is that in which the members working together towards a common goal. The research was taken place in the medical center at Taiwan. The main aim of this research is that how working climate and certain factors influence teamwork within a medical center. Organizations give importance and understand the perceptions of employees thus this understanding is significantly increasing in the recent years. Coordination and collaboration among employees is very important in the accomplishment of each and every target. Executives who aim to enhance collaboration should have the assessed of the working environment of the organizations. The collaboration among team members gains a lot of importance because without this the target is not achieved in the specified time period.

This research targets the educational sector in USA (Brittany L Adams, 2012). Limited addition of resources, a wide gap in knowledge and the increase in demand are that challenges which is faced by the researchers. Working within a team is the significant element for holding a position or stay in the competitive market. The main objective of this study is to analyze the facts of interdisciplinary research which directly affect the leadership. For the enhancement of collaboration among employees, give them incentives, rewards (monetary and non-monetary) thus this also upgrade them on the level of the playing field. Principal investigators maintain the proper check and balance of the tasks and they should come up with the new and innovative ideas before the togetherness of the multiple disciplines.

The research was conducted in the hotel industry of Malaysia. Effectiveness leadership, satisfaction of employees, gender role etc. these are those factors which affect the conflicts while handling in a teamwork. Setting strategic effective tools in order to handle the conflicts is the key point of this study. In today working environment an employee and employer should work together to accomplish the organizational tasks. In this era teamwork is taken as the most important element for the success of any organization. Conflicts are the disagreement among members and if these disagreements remain unsolved, this may lead many negative actions such as employee doesn't work together within a team, avoiding each other etc. A successful team is that in which people collaborate & trust each other and responsible for each other role just to ensure that the targets of the teams is achievable (Bibi Noraini Bt Mohd Yusuf, 2014).

The study took place in the customer service organization at US (Matthew Valle, 2001). Different opinions of organizational politics have a negative impact on the job satisfaction. Employees should possess the sense of control, understand the workplace environment and less affect by the politics of organization. Training programs are offers within a team to resolve many conflicts or issues. When organizational politics perceptions are at a low level, the importance of teamwork is not relate to the job satisfaction whereas when the perceptions are at a high level, the importance of teamwork is greatly and strongly relate to the job satisfaction. The satisfaction in a job is gradually increasing the managerial efforts.

The research particularly targets the SAFA industrial group in Iran. There is a positive and significant relationship of teamwork, organizational culture on the human capital. Human capital has a significant effect on the commitment of an organization and it plays a dominant role among teamwork, culture, development & commitment of an organization. Organizational development, commitment, teamwork and organizational culture these all are interlinked with the human capital. Organization pays important attention in the development of human capital as a guiding principle for managing their commitment (Masoud, 2013).

According to (Petru, 2011) the behavior of leaders influence the motivation, attitudes, satisfaction among group member and the effective output of groups. This research targets the educational sector in Netherland. The research explores the impact of task oriented leadership of relation on the quality of teamwork. Conflicts in relationship task have a negative impact on the quality of teamwork. Relations based leadership has a significant impact on the quality of teamwork than task based leadership.

### 3. Methodology

The approach that will be used for this study is quantitative research approach. The approach is based on primary data collection using a questionnaire. The sample size consisted of 200 Karachi's individual banker employees.

#### 3.1. Research Model

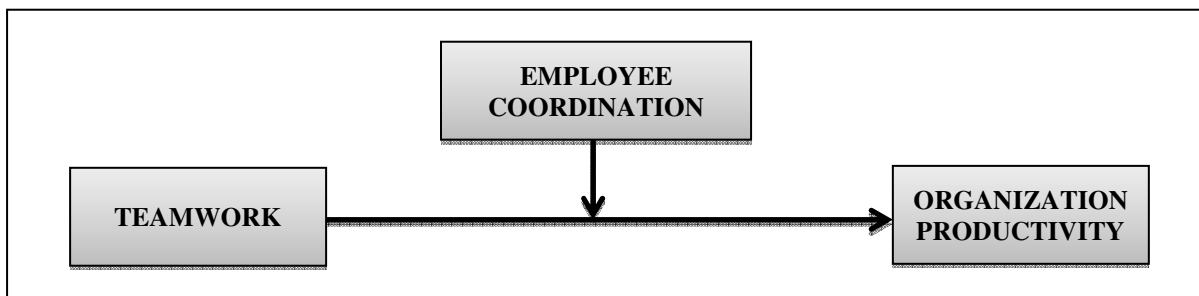


Figure 1

#### 3.2. Statistical Technique Used

Software SPSS (statistical package for social science) is used for observing the statistical relationship among variables. Association statistical inference technique is used.

#### 3.3. Hypothesis

- H01: There is no relationship between employee coordination and teamwork.
- HA1: There is a relationship between employee coordination and teamwork.
- H02: Employee coordination does not play a major role to enhance the organization productivity.
- HA2: Employee coordination does play a major role to enhance the organization productivity.

#### 3.4. Data

Data collect for the research is primary and hence it is collected for the first time through questionnaire.

### 3.5. Data Source

The little amount of data is extracted from the already existing journal on internet for making the questionnaire and also for checking the suitable variables.

### 4. Data Analysis

Descriptive Statistics							
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Teamwork is a success key factor	200	1.00	4.00	1.2400	.55129	2.778	.172
Stress and pressure is shared in teamwork	200	1.00	5.00	1.9400	.72735	.963	.172
Leadership enhance productivity of teamwork	200	1.00	4.00	1.9650	.79178	.124	.172
Coordination enhance productivity	200	1.00	4.00	1.8850	.68858	.526	.172
Motivation integrates people	200	1.00	4.00	1.8350	.73517	.423	.172
Teamwork depend on employee performance	200	1.00	4.00	1.9400	.72041	.253	.172
Teamwork increase productivity, quality and commitment	200	1.00	4.00	1.9700	.78880	.364	.172
Teamwork link with satisfaction and performance	200	1.00	5.00	2.0600	.80601	.588	.172
Collaboration is important in accomplishment	200	1.00	5.00	1.8500	.70711	.739	.172
Leadership has positive impact on teamwork	200	1.00	4.00	1.8500	.78778	.459	.172
Teamwork enhance capability	200	1.00	5.00	2.0550	.82789	.595	.172
Organization success is based on employee engagement	200	1.00	5.00	2.0400	.76243	.551	.172
Teamwork is essential for development	200	1.00	5.00	2.1150	.77769	.639	.172
Leadership provide guideline to employees	200	1.00	5.00	2.0200	.76323	.583	.172
Appraising system increase productivity	200	1.00	4.00	1.8550	.66799	.276	.172
Teamwork is better than individual work	200	1.00	5.00	1.9400	.89465	.714	.172
Teamwork enhance creativity	200	1.00	5.00	1.8900	.82541	.749	.172
Leadership provide direction	200	1.00	4.00	1.8150	.68051	.442	.172
Employee coordination generate strategies	200	1.00	5.00	1.9750	.77289	.571	.172
Employee coordination strengthen the skills	200	1.00	5.00	1.9500	.81290	.829	.172
Valid N (listwise)	200						

Table 1

### 4.1. Hypothesis Testing

#### 4.1.1. Hypothesis 1:

- H01: There is no relationship between employee coordination and teamwork.
- HA1: There is a relationship between employee coordination and teamwork.

Correlations			
		Leadership enhance productivity of teamwork	Employee coordination generate strategies
Leadership enhance productivity of teamwork	Pearson Correlation	1	.385**
	Sig. (2-tailed)		.000
	N	200	200
Employee coordination generate strategies	Pearson Correlation	.385**	1
	Sig. (2-tailed)	.000	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 2

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.237	.136		9.124	.000
	Leadership enhance productivity of teamwork	.375	.064	.385	5.861	.000

a. Dependent Variable: Employee coordination generate strategies

Table 3

#### 4.1.2. Analysis:

Since the significant value of the above correlation and coefficient testing is 0.000 which is less than 0.05 and it's rejected, hence it is proven that there is no relationship between employee coordination and teamwork.

#### 4.1.3. Hypothesis 2:

- H02: Employee coordination does not play a major role to enhance the organization productivity.
- HA2: Employee coordination does play a major role to enhance the organization productivity.

Correlations			
		Collaboration is important in accomplishment	Leadership enhance productivity of teamwork
Collaboration is important in accomplishment	Pearson Correlation	1	.188**
	Sig. (2-tailed)		.008
	N	200	200
Leadership enhance productivity of teamwork	Pearson Correlation	.188**	1
	Sig. (2-tailed)	.008	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 4

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.575	.155		10.181	.000
	Collaboration is important in accomplishment	.211	.078	.188	2.694	.008

a. Dependent Variable: Leadership enhance productivity of teamwork

Table 5

#### 4.1.4. Analysis:

Since the significant value of the above correlation and coefficient testing is 0.008 which is less than 0.05 and it's rejected, hence it is proven that employee coordination does not play a major role to enhance the organization productivity.

### 5. Conclusion

Employee coordination bring employee together and makes them all to fall in one line that is link with the organization vision, mission and with its targets and goals also. Employee performance is getting improved by enlarging the volume of teamwork. Teamwork

within the organization is very valueable and it impact directly on the employee cordination. Teamwork assures that skills are exploit because there is an inbuilt procedure of learning within a team.

When teams are effectual and potent, they draw on the capabilities and knowledge of their members to attain tasks and targets that could not achieved on the individuality basis. Teams are mostly suitable for managing tasks that are high in complexity and have more interlinked subtasks. Effective teamwork in an organization helps them to realize the desired profits of the productivity, enhance the morale of employees as well as help with the solvency. In the working enviroment, employees must provide to an organization atmosphere as a adhesive unit, give importance to each other and placing the attainment of the group over personal targets.

Leaders must implant a team building culture, valuing contrast and rewarding and employee who actually follow these behaviors. Apart from achieving or accomplishing the goals and targets through teamwork, it also helps to foster a flatter structural organization that bring down the demand for expensive leadership positions. In a teamwork enviroment, the members lead and manage the things by themselves and hence they successfully accomplish the organization tasks and targets.

In teamwork the member collaborate on a continous basis for the time span of a tasks. When the common bond is developed among the members it build the sense of companionship, common interest and commitment to the attainment of the objectives of the team. Working together in a team, members pool their corresponding skills and experience which improves each and every employee individual performance. Upgrade employee performance increases the employee job satisfaction and intensify their self esteem as well.

In teamwork not only the stress and pressure is being shared, but it also makes people able to work simultaneously to complete the individual task, which diminish the time and increase the speed with which objectives are achieved. The enviroment of team improves the trust and communication among members, thus this promotes an open enviroment in which creativity is reinforce and uplift.

After applying the correlation and coefficient testing, this research study concludes that there is no significant relationship of employee coordination with teamwork and organization productivity. The significant level of both the hypothesis is less than 0.05 and hence it is rejected.

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