

Innovations

Effect of teamwork on employees performance

Daniel Amare

Independent Researcher, Addis Ababa, Ethiopia

Email: daniamare58@yahoo.com

Received: 12 May 2022 Accepted: 15 June 2022 Published: 30 June 2022

Abstract

The study major goal was to determine the impact of cooperation on organizational performance in the Awash Bank Headquarter office in Addis Ababa, Ethiopia. The teamwork indicator hypothesis proposed by Kim, TY., Wang, J. & Chen, J. (2018) was used throughout the investigation. A total of 144 employees took part in the study, which was conducted using a Census sample approach. Primary data was gathered using the questionnaire. The Statistical Package for Social Sciences was used to analyze the data (SPSS). The mean, standard deviation, and percentages were used to assess the data. Tables were used to present the data. Mutual trust, shared value, and team role all have a favorable impact on employee performance, according to the findings of this study. The researcher recommended that the management of the Awash Bank headquarter office grasp the main characteristics that encourage great employee performance based on the study's findings.

Key words: 1.Teamwork, 2.Mutual trust, 3.Shared values, 4.Team role 5. employees performance.

1. Introduction

Coming into effect of the licensing and supervising banking and business proclamation No.84/1994 incites the emergence of several private- owned banks in the market since 1994. This is joined by rapid technological advancement and improvement of communication systems, which in return has a contribution to the increment of integration and resemblance amongst banks in the sector. As a result, banks are now faced with very high and intense competition among themselves. In order to win and stand out in the computation Teamwork is an important aspect of many businesses since it is often vital for employees to work well together and give their all in each situation. Despite any personal dispute, teamwork means that people will endeavor to work together, using their particular strengths and delivering constructive feedback.

2. Review of Literature

Teamwork is defined by (Kim, TY., Wang, J. & Chen, J. (2018) as a cooperative or coordinated effort on the part of a group of people functioning as a team or in the interests of a common cause. It is also described as a method of collaborating with a group of people to achieve a common purpose.

According to (Ulabor, E. et al., 2020), organizational performance is a measure of a company's ability to utilize assets from its principal mode of operation to achieve its goals. Furthermore, this phrase is employed as a general measure of a company's overall performance over a period of time, and it can be used to compare similar companies in the same industry or to compare industries or sectors in aggregate.

Everyone is familiar with the term and concept of a team. Teams have existed for a long time, have been the topic of numerous works, and have been celebrated in a variety of cultures. The concept of cooperation is as old as humanity, and many businesses use it in their many divisions, such as production and marketing. Collaboration is widely recognized as a beneficial force for cooperation in any company since it allows coworkers to work together to achieve organizational performance goals. Teams aid their members in inspiring one another and gaining benefits from working together as a group. Furthermore, collaborating with others encourages coworkers to better understand the importance of teamwork in their performance. To reap the benefits of teamwork, businesses should cultivate a collaborative mindset and mentality (Agarwal & Adjirackor 2016).

Nowadays, every company must compute to get a competitive advantage by increasing efficiency in order to achieve economic success and, as a result, preserve a valuable image and reputation in a dynamic market environment. As various prior studies have shown, there is a clear link between cooperation and the level and quality of productivity and occupational performance in the workplace (S. Sanyal and M.W. Hisam 2018).

Well defined team role and a trusting environment among team members appear to be important characteristics that can help improve employee performance. However, this may not be the case due to a lack of teamwork in organizations and a failure of the company to organize work into specific work groups in order to tap into the human resources of the organization. Poor teamwork among multiple teams in various areas has a significant impact on the overall success of the firm.

According to recent studies, employees who operate as part of a team get better results than those who work alone. According to (Abdullah, R., 2017) this is the result of a study. Teamwork has a favorable effect on employee performance; the higher the level of teamwork, the better the employees' performance. Employees at the bank reveal that they were allocated some jobs in groups and others individually, with the tasks completed in groups being more innovative and productive. This could be because employees are primarily driven to work efficiently in order to achieve a common goal.

3. Statement of the Problem

Despite the fact that researchers have a lot of concerns about mismanagement and incorrect task allocation among team members, this research found that teamwork is very beneficial because it allows them to be more creative because team members focus on discovering effective ways to complete the task in an effective manner. As a result, it can be claimed that when bank personnel are allocated to work in teams, their performance improves.

(Wanyeki, et al., 2019) conducted a similar study on the effects of team effectiveness on high productivity in an organization. As a result, it was necessary to investigate the variables that encourage high levels of collaboration in the Awash Bank headquarter office, and it was decided that, in order for a company to boost its employee's performance, a high-performing team across all divisions is required. The factors that lead to effective teamwork performance are identified as an area that requires attention in order to achieve successful teamwork. In the literature, this has gotten very little attention. The establishment of a high-performing team necessitates the coordination of several vocations. There is inadequate productivity and a substantial gap in accomplishing goals in the research area due to a

lack of effective teamwork. In addition to the suspected corruption and political interferences, these issues could be ascribed to inadequate team management. The goal of this study was to determine the relationship between teamwork and employee performances in the Awash Bank headquarter office in Addis Ababa, Ethiopia.

4. Objectives of the Study

The study's major objective was to look at the impact of teamwork on employees' performance at Awash Bank Headquarter Office in Addis Ababa, Ethiopia.

The following were the research's Specific objectives:

1. To investigate the impact of team members' mutual trust on employee performance at Awash bank headquarter office.
2. To look into the impact of team members' Shared Value on employee performance at Awash bank headquarter office.
3. To investigate the impact of team members' roles on employee performance at Awash bank headquarter office.

5. Research Methodology

Research Approach: mixed research approach that includes both qualitative and quantitative research

Research Design: Descriptive research design is being examined for the study.

Size of the Population: Employees of Awash Bank headquarter office in Addis Ababa, Ethiopia, with a population of 150, were chosen as the population size for the research study and 144 employees appropriately filled out the questioner and returned to the researcher.

Area for Sampling: The sampling area was gathered from the Awash Bank headquarter office employees.

Size of Sample: 150

Sampling Design: census

Data Collection Techniques: Data from both primary and secondary sources:

Analytical Tools and Techniques

The descriptive statistics of demographic variables were produced after they were analyzed. To determine the link between dependent and independent variables, correlation and multiple regression tests are used after descriptive statistics.

Reliability Test

Reliability is primarily concerned with issues of measurement consistency (Bryman and Bell, 2019). The internal consistency of the research instrument, which is the questionnaire generated by the researcher, is assessed using Cronbach's alpha in this study. Cronbach's (alpha) is a coefficient of reliability used to assess a test's or scales internal consistency; it yields a number between 0 and 1. The closer the result gets to 1, the more the items' internal consistency improves, which suggests they all measure the same variable.

According to (Hair, et al., 2019), a value of greater than 0.7 indicates strong reliability, whilst a value of less than 0.7 indicates low reliability. Twenty-two sample questionnaires were issued to Awash bank

headquarter office workers to ensure consistency and reliability of the instrument, and Cronbach's alpha coefficient was above 0.7.

Table 1 Summary of Reliability Test

Variables	Constructs	Cronbach's Alpha (α)	No. of items
DV	Employee Performance	0.702	6
IV	Mutual Trust	0.822	5
IV	Shared Value	0.833	5
IV	Team Role	0.827	6
			22

Source: own survey, 2021

Multiple Regression Analysis

The effect of teamwork on employee performance was investigated using multiple regression analysis.

Diagnosis Test

As follows, the researcher performed various checks to ensure that the data was suitable for regression analysis.

Normality test of data

The normality test is used to create a baseline or reference for the sample in order to be confident that there is a relationship. To figure out how probable random variables are to be distributed regularly. Skewness and Kurtosis, as well as regression and standard residual, were employed to assess the data's normality.

Table 2 Skewness and Kurtosis and regression

	N	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistics	Statistics	Statistics	Statistics	Std. Error	Statistics	Std. Error
Shared Values	144	2.8698	1.00956	.283	.202	-1.104	.401
Mutual Trust	144	3.0295	1.32766	.037	.202		.401
Team Roles	144	2.5625	1.09851	.645	.202	-.736	.401

Source: Own survey, 2021

The permissible range for skewness and Kurtosis, according to George and Mallery (2019), is +/- 2. According to the table above, each variable's skewness and kurtosis are in the range of +/- 2, indicating that the data is regularly distributed.

Multi colinearity Test between Study Variables

Multicollinearity Test: in multiple regression analysis, multicollinearity refers to the correlation among the independent variables.

Table 3 Regression Coefficient

	Unstandardized coefficients		Standardized beta coefficient	T	Sig.	Colinearity statistics	
	B	Std. Error				Tolerance	VIF
Constant	10.816	1.14		8.93	0.000		
Mutual Trust	0.111	0.098	0.213	1.127	0.262	0.208	4.815
Team Role	0.053	0.060	0.167	0.879	0.381	0.321	3.120
Shared Values	0.515	0.100	0.620	5.152	0.000	0.169	5.908

Source own Survey, 2021

Wooldridge (2020) describes multicollinearity as an issue that emerges when the correlation between two or more independent variables is excessively high. Multicollinearity is an issue that might lead to less accurate results. The variance inflation factors (VIF) for each independent variable can be used to discover multicollinearity.

When the VIF value is greater than 10, multicollinearity is present. In addition, the tolerance is less than 0.1. Exclude variables with VIF values more than 10 or tolerance 1/VIF from the analysis. According to Wooldridge (2020), a correlation coefficient of less than 0.9 does not always indicate a major problem with multicollinearity. As a result, the above table quantity indicates that there is no multicollinearity issue.

The contribution of each of the independent factors to the dependent variable was determined using multiple regression analysis. The effect of a change in the value of one or more independent variables on a dependent variable is described by regression analysis.

The technique was favored because it tests the relative contribution of the independent variable on employees' performance was achieved through multiple regression.

The closer the value to 1, the better the regression equation fits the data and the study multiple linear regression model was tested.

6. Result and Discussion

Table 4 Regression Model and Analysis of the Variance by ANOVA

R	R Square	Adjusted R Square		Std. error of the estimate	
0.919 ^a	0.845	.839		.54004	
ANOVA	Sum of squares	Df	Mean Square	F	Sig.
Regression	218.758	5	43.751	150.014	.000 ^b
Residual	40.247	138	.292		
Total	259.000	143			

a. Predictors:(constant) Trust , leadership and structure, compensation

b. Dependent variable: employee performance

Table 4 shows that the independent factors and the dependent variable have a Regression Coefficient $R^2 = .845$ or 84.5 percent connection. Other factors outside the regression model, such as the predictors' dimensions, which are not included in the stochastic error term, could account for the remaining 15.5 percent unexplained variance. At a 95% confidence level, there was a substantial composite positive association between the predictors dimension and employee performance (0.54004). F-ratio = 150.014, which is significant at $p < .05$, according to the ANOVA analysis (Alpha in this case is significant at .000).

This result indicates that an F-ratio of this value has a less than 0.05 percent chance of occurring by chance alone. As a result, teamwork has a statistically significant effect on employee performance (at least one of the variables), implying that there is a link between teamwork and employee performance. This result indicates that an F-ratio of this value has a less than 0.05 percent chance of occurring by chance alone.

Table 3 shows the unstandardized Beta Coefficients that represent the contributions of each variable to the model. The impact of the independent variables on the dependent variable was shown by the t and p-values. With a Beta weight of 0.515, the construct shared value had the most predictive power on overall employee performance (the dependent variable). The big t-value and related low p-value further corroborate the finding for shared value, which had the greatest Beta coefficient (both for standardized and unstandardized).

Mutual trust (Beta=0.111) was the next item on the list. Team role (Beta=0.053) had the least impact on employee performance when it came to teamwork. Table 3's standardized beta coefficients suggest that the independent variables have a significant impact on employee performance. 100 percent change in shared value corresponds to a 62 percent difference in employee performance, 100 percent change in mutual trust corresponds to a 21.3 percent change in employee performance, and 100 percent change in team role corresponds to a 16.7 percent change in employee performance.

Reference

1. Abdullah, R. (2017). *Impact of Teamwork, Esprit De Corps, Team Trust on Employee Performance in Royalindo Expoduta Jakarta Indonesia, 04(03), 106–113.*
2. Agarwal, S. & Adjirackor, T. (2016). *Impact of Teamwork on Organizational Productivity in Some Selected Basic Schools in The Accra Metropolitan Assembly, European Journal of Business, Economics and Accountancy, 4 (6), 40-52*
3. Bryman, A., & Bell, E. (2019) *Business research methods, 5th edition, Oxford: Oxford University Press: 488 - 512*
4. George, D. and Mallery, M. (2019) *IBM SPSS Statistics 26 step by step, A Simple Guide and Reference, 16th Edition, Routledge, New York: 205 – 246*
5. Hair, J. F. J., Anderson, R. E., Babin B. J., & Black, W.C. (2019). *Multivariate data analysis, 8th edition United Kingdom Cengage learning: 43 – 48*
6. Kim, TY., Wang, J. and Chen, J. (2018), "Mutual Trust between Leader and Subordinate and Employee Outcomes," *Journal of Business Ethics, 149, 945-958*
7. Sanyal, S.; Hisam, M.W. (2018). *The impact of teamwork on work performance of employees: A study of faculty members in Dhofar University. IOSR J. Bus. Manag., 20, 15–22*
8. Ulabor, E. A., Akande, S. O., & Abiodun, O. B. (2020). *Investing impacts of team –building and organizational leadership on corporate productivity: Case study of selected employees in Osun state Nigeria. Business, management, and Economics Research, 6(2), 21-29.*
9. Wanyeki, M. N., Maina, C. W., Sanyanda, J. N. & Kiiru, D. (2019). *Impact of Teamwork on Employee Performance: Study of Faculty Members in Kenyatta University. Journal of Human Resource and Leadership, 4(1), 1-8.*
10. Wooldridge, J. M. (2020) *Introductory econometrics: A modern approach, 5th edition, Mason, Ohio: South-Western Cengage learning: 143 – 154*