

A STUDY ON STRATEGIES OF TEAM WORK IN TCS

¹SK.Dhivya Subhiksha , ²Dr.Murugan Ramu

¹Student, First year BBA LLB (Hons) saveetha school of law, saveetha university, Saveetha Institute of Medical and Technical Sciences , Chennai -77, Tamil nadu, India.

²Assistant Professor of Management , Saveetha School of Law, Saveetha University, Saveetha Institute of Medical and Technical Sciences , Chennai -77, Tamil nadu, India.

¹dhivyashubiksha@gmail.com, ²muruganramu.ssl@saveetha.com.

Abstract

In today's society, there have been so much emphasis on pride and personal achievement at work place; where by the concept of teamwork seems to be overlooked by managers and employees, due to this management sees less essence of teamwork as a major tool of performance which has lead them to poor performance and productivity in the industry market. Therefore the study seeks to identify the impact teamwork has on organizational performance. The objective of this study was to identify factors associated with teamwork, identify the positive or negative effects of teamwork on employees and to examine the impact of teamwork on organization performance. This research study analyzes the impact of teamwork on organizational performance on the employees of Komfo Anokye Teaching Hospital and Ejisu Government Hospital. Several measures of team performance were analyzed including team trust, recognition and rewards. Convenience sampling technique was used to select the employees while purposive sampling technique was used to select management in the organization. A self-structured questionnaire was used in the data collection. The research study used correlation techniques in order to analyze the relationship between two variables that was Teamwork and Organization Performance. There was clear evidence that teamwork and other measures of team performance are positively related with organization performance. The result of the study shows that there was a significant positive impact of teamwork on organizational performance.

Keywords: *Teamwork, personal achievements, organisational teamwork, analyse the relationships, unity of the team work.*

INTRODUCTION

For many years now, the strategy of teamwork has been widely used in many organizations. One of its motives is to translate organizational values into specific rules of conduct created by team members, thereby, allowing the creation of self-managed identification with organizational goals (Webb, 2006). Many contemporary theorists believe that working in teams tends to solve most if not all challenges faced by organizations. It tends to end the bureaucratic form of control, improving efficiency and productivity while providing .[yanan ju ., Donald cushman,p.\(1995\)](#) Organizational team work this author had defined that team work in the context of high speed management has treated systematically. Addresses the intersection of organisational .employees an avenue for socialization, self-actualization and participative management ([Johnson and Johnson 1987](#)). .yanan It is important to organize work around teams in some cases. For instance, in other to ensure the successful outcome of the National Health Service (NHS) project in the UK, general practitioners, IT experts, project managers and other professionals would need to collaborate and work together. However, behind this seemly pleasant style of work lie certain undesirable traits and characteristics. **Hackman (1987)** This author talks about work group is made by the of individuals and who are seen by of individuals and who are seen by others

The essay begins by presenting common understanding of groups and a few positive ideologies that support the utilization of cooperation. It then goes additional by critically analyzing these ideologies and characteristic some unproductive characteristics exhibited by groups. The premise of this essay isn'tmaking an attempt to be distrustful regarding profits|the advantages|the advantages} that teamwork offers however rather expose some traits that reveals that it doesn't 'always' benefit organizations, and notably, its members. this is able to profit USA by having a broader understanding regarding its strengths, shortcomings and implication regarding its use.

Aim of the research :

- To know the challenges and benefit team leaders.
- To analyse factors influenced to motivate by the team leaders .

Hypothesis:

Null hypothesis :

- Unity is not only the reason for the best outcome from team members

Alternative hypothesis:

- Unity is the reason for the best outcome from the team members.

Materials and methods:

The present study demands an analytical and descriptive type of research. The data I collected for the research is secondary data from various sources. The sources which I took from is books, website, references.

Rhetoric of exploitation by working harder:

Teamwork could be a sleeker sort of oppressing labour to suck out best performance. It permits staffwork 'harder and smarter' (Parker and Slaughter, 1988), gathering labour from staff (Knights and Willmott, 2007; Wilson, 2004). Teamwork's goal is to cultivate structure values into members by creating them additional participative and giving them a trifle of autonomy, thereby inculcation in them passion to thrive and work more even outside their shrunken job schedule while (Dr. Lakshmi T and Rajeshkumar S, Trishala A 2018) not being paid. Moreover, team members additionally to their tasks got to supervise different colleagues guaranteeing they are doing their work. groups have vast responsibility in guaranteeing delivery of tasks despite variable things like absence, play or maybe modification of members. These places profound burden on the remainder of the team (not the organization) as further efforts is needed to nullify them as seen within the NUMMI case (Parker and Slaughter, 1988; Knights and Willmott 2007). Team members embrace self-dignity by pains tougher to make sure the team's success work not minding further labour.

While this advantages organizations UN agency area unit clearly craving for most labour at minimum price, it doesn't for team members as a result of stress levels, tension and pressure area unit heightened as work is intense and will cause negative effects on employees' well-being (Wilson, 2004).

Concertive management and police investigation:

The strategy of cooperation is a trial to enhance the normal officialdom management. However, a tighter type of management, 'concertive control' tends to exist among team-based work (Barker, 1993). Similar ethnographical study by Kunda (1992) showed similar management accustomed gain overgenerous commitment from staff. Traditionally, management was accountable for setting rules and rules for workers. With cooperation, members set their own rules probably forming stricter penalty for defaulters (as seen in Barker's case at ISE). Team members monitor actions making certain total conformity with norms, administering penalty to defaulters (Sewell, 1998). staff

feel further pressure knowing that they're below police investigation from alternative team members, which can create unhealthy to operating environments.

It seems that the liberty that cooperation guarantees looks contradictory to its reality. As Barker (1993, p435) truly argues that powerful combination of peer pressure and rational rules forms tighter type of cages as critical modern claims. it's worthy to notice that groups aren't actually effective if they get the work done however self-destructs or burns everybody out (Roberts and Jim Corbett, 2009, p150).

Emotional conflicts and Resistance:

Teams area unit prone in displaying certain emotions throughout tasks that deters its potency (Ashkanasy et al., 2000). within the findings by Alan (2005), emotions area unit positive at the beginning of the project however tend to be negative because the project grows touching the general team method. McKinlay and Taylor (1996), Ezzamel and Wilmott (1998) shows emotional conflicts arise from unfairness and inequalities of peer analysis system like attaching advantages to people and variations in pay. Others causes embody the necessity for happiness or frustrations having to evolve, 'social loafing' or an excessive amount of dominance by some members. of these negative emotions will turn out actions that restrain team members towards putting in place their best thereby obstructive cooperation results.

In the pyramid case, the system of critique was a disciplinary mechanism by management to encourage individual performance and stop free riding within the team however employees' opinion that each onet team members ought to get equal advantages since the general output was a team effort discontinuous management's strategy. Contrary to 'hegemony' theory that management invariably exercises dominant influence over groups, it doesn't invariably seem thus. In some cooperation cases, components of conflicts and rivalry causes member to demand additional management over their work method than what's obtainable to them resulting in renegotiation of social control authority boundaries (Vallas, 2003). His study shows evidences of structure tensions, contradictions and commonness among staff restricted management's hegemonic management over their culture. This may frustrate management's strategy of uptake their agenda into groups.

Present managers may also frustrate organizations plight for groups as a result of it'd render them not necessary. cooperation attracts workers to micro-management of tasks

(Milkman, 1998) and Peters (1987, p296) argues that as a result of groups become self-managing, they have an inclination to eliminate first-line higher-up jobs. this suggests that their services may become redundant or hinder their probabilities of promotion as seen within the ancient era of management (Sims, 1995).

Suggestions:

The main challenge depends on meeting the psychological, social and skilled wants of the team members. because the team works within the structure setup that is commonly set by external factors, at times, it becomes tough to satisfy the satisfaction of explicit and perceived wants in an exceedingly quick paced competitive surroundings. In any team, clarity of pre-determined goals and result-driven structures area unit the foremost vital criteria of effectiveness in groups. additionally to those, it absolutely was additionally found that building a cooperative culture of openness, sharing and mentoring additionally plays a significant role in achieving high standards of team success. it absolutely was any determined that support from prime management by communication expected outcomes will inspire team members even in tough things. with the exception of making certain such characteristics, it's extremely useful if organizations develop a suitable mechanism to incentivize team members.

Conclusion:

There area unit some instances whereby individual performance is most popular to cooperation. cooperation now and then cause frustration and supreme failure once there area unit senses of hidden agendas, lack of understanding, poor leadership, wrong mixture of team members and unhealthy team atmosphere corresponding to stress and delusive expectations (Yeung and Bailey, 1999). There is no single expertise of cooperation as Knights and McCabe (2000) finding people's expertise as confused, discomposed or ensorcelled. it's so inappropriate to say cooperation is often useful to its members. additionally, team systems might open up prospects on the far side those that management intends (Derber and Schwartz, 1983).

It is clear as some analysis suggests (e.g. Wall et al., 1986) that cooperation will increase productivity. However, we'd like to grasp once the thought of cooperation holds true. By simply applying the framework of groups while not properly exploiting those gray areas, it'd tend to hamper instead of nourish structure performance as some cases conjointly show that 'teamwork don't essentially cause structure performance' (Bratton, 2007).

As Katzenbach and Smith (1993), justifiably points that it's necessary for organizations, in alternative to form higher selections, apprehend once groups is inspired and used. to feature additional, they have to even be alert to those negative traits found in cooperation thus as not feel discomfited in unlooked-for outcomes.

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