

# Importance of teamwork



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Working in teams has become increasingly common. “ A team is a group of people who are interdependent with respect to information, resources, and skills and who seek to combine their efforts to achieve a common goal” (Thompson, 2008). The role of work team has become more essential for an organization (Barbara and Stephen, 2007). The 2004 Workplace Employee Relations Survey illustrate that “ 72%of UK workplaces with over ten individual have least some employees in teams and of these 80% have extended teamwork to at least 60%of core employees”(Barbara, & Stephen, 2007). In addition, Huijgen and Pekruhl( 2001) report that about half of organization in Europe used teams (Barbara and Stephen, 2007). Therefore, these evidences confirmed that teams are more and more important in the real world. With the high portion of adopting teamwork in business, lots of reasons are advanced for building teams, these are classified as importance of teamwork, and will be stressed out by researching on the following various resource materials.

#### 1. Research on books

The benefits of having teams can be colossal, such as “ enhanced flexibility, improved organization, added value and increased process conformance” (Oliver, 2001, PP184). Innovation and creativity was strongly emphasized by Parker (1996) as an importance of teamwork. He pointed out that some companies can outstand among others with “ innovation developed out of the efforts of team players” (Parker, 1996, PP13). For example, with the team in PPG Industries, scientists could advance the new product development with the innovative ideas come from the marketing people, due to they know the needs of consumers.

Moreover, for creativity in an organization, Parkers concluded that the effective work of a team can create solutions to problems (Parker, 1996, PP14). Moreover, Dale et al also suggested that “ deep-rooted problems” can be worked out by team numbers which are “ cross-functionally based” (Dale, el., 1997, PP191). Cited IBM as an example, managers develop the best solution based on the Information system which is supported by the creative teamwork (Parker, 1996, PP14). Thus, new ideas and workable solutions as the main outcome, teamwork is essential for the continuous operation and development of an organization.

Other possible benefits of teamwork have been mentioned by a few authors’ books. The research of Leigh Thompson indicated that productivity, quality and efficiency improvement can be achieved by the team players with the will developed during the longer period (2008, PP160). What’s more, the work of John Oliver concluded that companies can also benefits from the workers’ personal satisfaction generated by working in an effective team (2001, PP184).

## 2. Research on academic journals

A journal points out that teamwork is the key to achieving goals (Gerald, 2008). In this article, a team is defined as “ a group of individuals who have come together to accomplish a shared goal or task” (Gerald, 2008). Through a commitment to a shared goal, members work toward accomplishing the goal for the benefit of organization. They focus on helping each other succeed rather than individual agendas, desires, or predetermined

outcomes. Moreover, the top team is essential for the success of the enterprise (Erika, Keith and Colin, 2001).

The benefit of building effective top teams is that they develop better strategies, perform more consistently and increase the confidence of stakeholders, in addition, high performing teamwork always beat their competitors, this is due to constant improvement on things such as the motivation of employees, job satisfaction, ultimately production, learning self-correct and respond to opportunities, therefore, these good impacts will influence either inside or outside of the business, and produce effective outcomes as well.

### 3. Research on newspaper

Teamwork is essential for every field in the world, especially in business, the main purpose of it is to increase efficiency and productivity, and this is one of the most important issues within the business, however there are more points involved when we consider the importance of the teamwork in business.

The article found discussed a few importance of teamwork in a company, firstly, as a team, people will have the same goal towards the benefit of the organization, and therefore, the work will be more efficient, because, two people working for a same goal will always be more efficient than one people working on it. Secondly, a group of people working together, there will be new and fresh ideas, thus, more innovations could be involved, for example, “ an advertising agency will prefer to have employees work in teams as more ideas will be present through brainstorming” (Govind, 2010). The final point <https://assignbuster.com/importance-of-teamwork-essay-samples/>

that writer concluded is that, team can also improve individual performance, such as, low-skilled workers could be trained to high-skilled workers, and therefore, this will also benefit on the efficiency of company.

#### 4. Research on websites Part I

As a team, communication between team members seems extremely important. By communicating with team members, people can set their common goal. This fits with Derek Stockley's definition of teamwork as " a group of people, contributing their individual knowledge and skills but working together to achieve a common goal or task" (Stockley, 2007). When members struggle for the same goal, the team will be much more efficient to achieve it and be more successful.

What's more, there must be many different types of conflicts that arise in a company which will have the side effects to the business, as working in a team, in order to resolve those conflicts, more expertise from other team members will be provided to determine the solutions to the problem.

In fact, teamwork is a good way to generate new business improvement ideas, if many employees are able to play vital roles in a company, when they work as a team, it will bring a diverse range of talents and resources (Wakeling, 2010). Furthermore, in a company if team members are all encouraged to take part in the decision making, mostly they will surprise the manager with the new perspectives and point of view might be voiced, also, by incorporating ideas suggested by the team members, the manager can get more inspirations.

## Part II

Teamwork brings more efficiency to the workplace, it is one of the best ways to ensure the timely completion of any work and ensures high quality output that makes the client happy (Buzzle, 2010), it ensures that there is an equal and fair distribution of work within the organization, the division of work ensure that the work is done on time. Teamwork in business is that a person is able to specialize in one specific field, that is, he can optimize the quality of the work that he does, which makes sure a high quality output from all individuals and the whole team. Teamwork can also help the personal interest is subordinate to organizational interest which ensures that all the team members put in the maximum possible efforts into their work, thereby ensuring a high quality and timely output.

On the other hand, teamwork helps the members of the organization to maintain a very good system, which designates appropriate authority and responsibility. It helps to build good team and team spirit, in order to complete the common goal (CMOD, 2010). Team gives the employees company spirit, when people work together for a common goal it gives them a sense of belonging, teamwork helps increases the goodwill and reputation of a business.

Based on information given from above different sources, although there are few same points across different materials, the result will be that the importance of teamwork is as the following five points

Firstly, a team will have a common goal to achieve, because of this same target, business will have some relevant effective strategies rather than

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many strategies for many different goals, therefore, the business will be more organized, thus it will perform better compare to its competitions.

Secondly, based on a common goal, a good teamwork will be achieved, that is, every member is established to different vital roles, therefore, less input is needed for produce the same output, a good teamwork contains good communication, compromises and contributions, thus the business will be efficient for its production process.

Thirdly, teamwork does not only increase the efficiency of business, but develop the problem solving skill of every members as well, as a business, it will often come across many conflicts, by working as a team, each member will learn how to solve problems by working with others, therefore, better working environment for employees will be achieved, thus they will be motivated, the business will have a good image around the local community.

Furthermore, rather than problem solving, every member in a team will be able to develop their individual skills, that is, a development either from low-skilled workers to high-skilled workers, or from high-skill to even advanced, this is because, members are sharing the ideas which are good for business, lower-skilled workers will benefit on receiving good information from higher-skilled workers, so a business with all high-skilled worker will be built, and it will perform better against the competitions.

Finally, a good teamwork would always comes up with many new ideas, that is how every new technology is produced, such idea sharing process will have benefits on innovations, especially in manufacturing sector, some good innovations always increase the reputation and value of business, although

nothing touchable is increased, the goodwill and other intangible assets will be increased.

#### Reference

<http://www.buzzle.com/articles/importance-of-teamwork-in-business.html>

<http://www.ehow.com/about6390807importance-teamworl-business.html>