

Impact of Teamwork on Employee Performance of ABC Company

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With the intention of investigating the impact of teamwork on employee performance, this study was conducted in a Sub Business Unit (SBU) of one of the leading group of companies in agrochemical industry that comes under the agricultural sector of Sri Lanka giving special consideration into leadership style, team trust, team spirit and employee performance. Main objective of the research was to investigate the impact of teamwork on employee performance. Hypotheses were developed separately to test whether there is a relationship between each independent variable along with the dependent variable. Total population of the SBU was 120 and a representative sample of 92 employees was selected using simple random sampling technique to collect data via a questionnaire. Quantitative analysis was carried out to find the correlation and regression. Teamwork, team leadership style and team trust had a strong correlation with employee performance while team spirit had a moderate correlation. Regression analysis also revealed that all three independent variables have significant relationships with the dependent variables.

The outcome of the qualitative analysis clearly observed that majority of the employees has identified that team work motivates them in delivering at their optimum capacity. All the employees agreed that team work has a positive influence on increasing the profit level of the SBU and main reasons were emphasized as collaboration and mutual support among team members, having common objectives, shared vision and mission and blending of diverse talents and innovative ideas to achieve complex targets. With the analytical results it can be concluded that teamwork, team leadership style, team trust and team spirit respectively have positive and significant relationships with employee performance. It is recommended to have further in-depth studies to prove the outcome of this research.

Keywords: *Teamwork, Team Leadership Style, Team Spirit, Team Trust, Employee Performance*

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