

**AN EXPLANATORY STUDY ON THE ROLE OF EMPLOYEE'S  
TEAM WORK TOWARDS ORGANISATIONAL SUCCESS  
(WITH SPECIAL REFERENCE TO ASSOSA UNIVERSITY,  
ETHIOPIA)**

**Dr.A.GAJENDRAN \***

**ELFNEH KEBAMO SIDEMO \*\***

---

**Abstract**

***Keywords:***

Team work;  
Employees Attitude;  
Satisfaction level of  
employees;  
Organisational success.

Team work refers to “process of working jointly with group of people to attain their individual or organisational goals”. Team work begins with moulding the minds of team members to work together, to cooperate with each other by using individual skills and providing constructive feedback, even though any personal conflict between individuals. In simple words, according to Mattie J.T.Stepanek , “Unity is strength, when there is teamwork and collaboration, wonderful things can be achieved”. This research attempt is made to identify the attitude of employees towards team work and its importance. This research work covers how opinion of employees of Assosa university on satisfaction level , dissatisfaction , reason for dissatisfaction of employees as a part of team members, their individual experience about team work and so on. In this research simple random sampling method is used. five point likert scale is used to measure employee’s opinion towards team work and its impact.

---

**\*Associate Professor , Department of Management , College of Business and Economics , School of Post Graduate Studies ,Assosa University,Assosa, Ethiopia.**

**\*\*Lecturer, Department of Management, College of Business and Economics, Assosa University, Ethiopia.**

---

Independent and dependent variables are identified. Based on collected primary data, the Frequency distribution, Chi square test, paired t test used to test hypothesis. Discussions, suggestions and conclusion is given in appropriate manner. Researcher's point of view, this research paper may create some organisational impact to execute team work system to get success.

---

## 1. INTRODUCTION

Working together surely cause organisational success. To prove this statement , to initiate those ideas in organisation to make things possible within a short span of time, this research conducted by researchers at Assosa University. The objective of this research is to identify the important role of employees team work towards organisational success. In addition, the employee's satisfaction and dissatisfaction level towards their participation in team, attitude of employees towards teamwork, individual employee's opinion and their experience are discussed in appropriate way. Moreover, employees level of satisfaction towards team work as a member too checked by 5 point likert scale. This research conducted among employees of Assosa University. Assosa University is a newly established, third generation government university in Ethiopia which comes under the rules and regulations of ministry of education. It tries to provide quality education as a one of the higher educational institution to the student's community. The quality of education depends on quality of teacher and their educational background, knowledge and skill. Running an educational institution is not a one man show even though the teacher is more skilled. So an employee should join with the team to perform the task which makes him to get success along with other team members in organisation. That is why, this attempt made to exhibit the importance of employees in team which leads to get organisational success.

### **Team work – Meaning:**

Team work defined as “it is a process of working collaboratively with a group of people in order to achieve a goal.” Teamwork is often a crucial part of a business, as it is often necessary for colleagues to work well together, trying their best in any circumstance. Teamwork means that

people will try to cooperate, using their individual skills and providing constructive feedback, despite any personal conflict between individuals.

## STATEMENT OF THE PROBLEM

In general, organisations are operated by group of people. It is a known fact that without team work, success is impossible in most of the cases including organisational success. Some exceptional cases are possible in certain level. Organisation cannot be operated with one man show. Therefore team work is very important and its very much essential to achieve any kind of task which leads to get success. Individuals may have their specialised skills, talent and exorbitant work related knowledge, even though they have plentiful administrative, academic skills, organisational success is not possible without teamwork. That is why this research attempt is made to insist and to exhibit the teamwork power, employee's previous team work experience, their thirst to be a part of team and team work. In addition , to explore existing pattern of team work adopted by employees of Assosa university and to suggest certain points which will be the cause of organisational success , this is conducted and given the appropriate results in this research paper for readers understanding.

## 2. OBJECTIVES

- To identify measure and interpret the demographical variables connected with instructors of Assosa University.
- To identify the reasons for dissatisfaction of employees to work with team.
- To identify the Individual opinion on employees official experience towards team work.
- To identify the employees level of satisfaction towards team work
- To suggest the strength of team work for getting organisational success and to insist feasible solution for the drawbacks exists towards team work.

## 3. HYPOTHESIS

- **H<sub>1</sub>:** There is no significant difference between Age and individual opinion of official experience Towards Team work
- **H<sub>2</sub>:** There is no significant difference between Gender and individual opinion of official experience Towards Team work

- **H<sub>3</sub>:** There is no significant difference between Department wise Employee segmentation and individual opinion of official experience Towards Team work
- **H<sub>4</sub>:** There is no relationship between level of satisfaction of employees and team work
- **H<sub>5</sub>:** There is no relationship between individual official experience of employees and team work

#### 4. LIMITATIONS

- The research questionnaires distributed only to the instructors who are working in different faculties and colleges of Assosa University.
- Random sampling method used to collect data. Samples collected only at bottom level management of Assosa University.
- The time taken to collect data is nearly 2 months (September and October 2017).
- The research is purely self-sponsored research.
- Due to financial and time constraints, the researchers are unable to collect more samples and to conduct research at larger extent.

#### 5. RESEARCH METHODOLOGY

- **Collected Data Type and Source:** Both primary and secondary data were used to investigate the habit of employee's team work and importance of team work for the organisational success. Primary data were collected through questionnaire and interview. Secondary data was collected from websites of Assosa University based on necessity.
- **Research Design:** Quantitative and qualitative approaches were used to analyse the determinants of employees team work. The quantitative approach was used to examine the primary data, through structured questionnaire. The qualitative approach was employed to analyse the role of employees teamwork towards organisational success. Pilot study were also conducted to identify the applicability of some indicators for the study area.
- **Sampling Techniques:** Simple random sampling was used by the researchers. Accordingly , A total of 70 questionnaires were distributed , out of it 4 questionnaires were eliminated due to incomplete answers.

- **Reliability Study:** After data collection and compiling task at SPSS software, the reliability statistics of collected samples were checked. As per the data result, the researcher observed the crown batch alpha value is 93.3 %. Therefore it was proved that the collected data is reliable and it was confirmed by the researchers that the samples are appropriate to handle test for further analysis and interpretations for the present research work.

## 6. RESULTS AND ANALYSIS

After data collection, the collected data grouped and tabulated in an appropriate manner to the readers for clear understanding on demographical profile of the respondents and results of analysis. The results of analysis are given as under. The data analysed with appropriate statistical tools to confirm the facts related with this research paper. The derived results have given as follows in the following paragraphs:

**Table – 1: Demographical factors of Respondents**

Variables	Elements of Variables	Frequency	Percentage
Age	21-40	66	100.0
Gender	Male	59	89.4
	Female	7	10.6
	<b>Total</b>	<b>66</b>	<b>100.0</b>
Marital Status	Married	24	36.4
	Unmarried	40	60.6
	Others	2	3.0
	<b>Total</b>	<b>66</b>	<b>100.0</b>
Faculty or College	Business and Economics	10	15.2
	Engineering	21	31.8
	Natural Science	6	9.1
	Health Science	10	15.2

	Agriculture	9	13.6
	social science	4	6.1
	Computing and Informatics	6	9.1
	<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>Income</b>	less than 100000	24	36.4
	less than 200000	39	59.1
	less than 300000	3	4.5
	<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>Work Experience</b>	less than one year	9	13.6
	less than two years	22	33.3
	less than three years	21	31.8
	More than 3 years	14	21.2
	<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>Experience with Team Participation</b>	Yes	45	68.2
	No	21	31.8
	<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>Opinion on Previous Team Participation</b>	Excellent	8	12.1
	Very Good	30	45.5
	Good	19	28.8
	Satisfactory	4	6.1
	Bad	5	7.6
	<b>Total</b>	<b>66</b>	<b>100.0</b>

**Source: Primary data**

From the above table , it is observed that , out of 66 sample , most of the sample belongs middle age group ( 21 to 40 ) and 89.4% of them are male. It is observed that 60.6% of the respondents are unmarried , out of 7 faculties , majority of the samples responded only from engineering , the income level of the instructors are ranged from less than 100000 to less than 300000 , out of it 59.1% are lies at less than 200000. When we consider the experience of samples are two to three years and 21.2% of them belong to more than 3 years of experience. As per the primary data, 68.2% of the respondents are having previous experience and they acts as a part of team and they

experience with team work too. Moreover, 45.5%, 28.8% and 12.1% of respondents felt that their participation in team is very good , good and excellent respectively. The observed data and results clearly indicates that nearly 80.9% of the respondents of Assosa university are having previous experience with team work and they felt happy and comfortable with their previous task as a team member. This previous experience and awareness of those instructors should be utilised in a proper manner to motivate them for the operational success of Assosa University. The researchers felt that this may lead to have better results in future for getting organisational success. In order to measure the attitude, opinion and prior experience of employees towards team work, the researchers collected data, applied 5 Point Likert Scale then results were obtained and the same was given as follows. The table -2 clearly shows the scale of employees attitude, past and present opinion on participation in team , about team members and team leaders as well. Their opinion of employees clearly measured for each and every dependent variable from Highly Satisfied to highly dissatisfied.

**Table – 2: Table Showing Employees Attitude, Opinion and prior experience towards their participation in Team work**

Dependent Variables	Opinion of Employees on Teamwork	Criteria	Frequency	%
IOE1	Level of response from team members	Highly Satisfied	13	19.7
		Satisfied	39	59.1*
		Neutral	7	10.6
		Dissatisfied	4	6.1
		Highly Dissatisfied	3	4.5
		<b>Total</b>	<b>66</b>	<b>100.0</b>
IOE2	Level of supervision by team head	Highly Satisfied	6	9.1
		Satisfied	36	54.5*
		Neutral	11	16.7
		Dissatisfied	7	10.6
		Highly	5	7.6

		Dissatisfied		
		<b>Total</b>	<b>65</b>	<b>98.5</b>
<b>IOE3</b>	Time management in achieving objectives	<b>Highly Satisfied</b>	<b>13</b>	<b>19.7</b>
		<b>Satisfied</b>	<b>34</b>	<b>51.5*</b>
		Neutral	10	15.2
		Dissatisfied	8	12.1
		Highly Dissatisfied	1	1.5
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE4</b>	Appointment of Team Leaders	<b>Highly Satisfied</b>	<b>8</b>	<b>12.1</b>
		<b>Satisfied</b>	<b>32</b>	<b>48.5*</b>
		Neutral	16	24.2
		Dissatisfied	5	7.6
		Highly Dissatisfied	5	7.6
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE5</b>	Performance of Team Leaders	<b>Highly Satisfied</b>	<b>16</b>	<b>24.2</b>
		<b>Satisfied</b>	<b>38</b>	<b>57.6*</b>
		Neutral	9	13.6
		Dissatisfied	1	1.5
		Highly Dissatisfied	2	3.0
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE6</b>	Relationship with other team members	<b>Highly Satisfied</b>	<b>18</b>	<b>27.3</b>
		<b>Satisfied</b>	<b>33</b>	<b>50.0*</b>
		Neutral	7	10.6
		Dissatisfied	6	9.1
		Highly Dissatisfied	2	3.0
		<b>Total</b>	<b>66</b>	<b>100.0</b>



<b>IOE7</b>	Level of satisfaction towards attainment of objectives	<b>Highly Satisfied</b>	<b>11</b>	<b>16.7</b>
		<b>Satisfied</b>	<b>32</b>	<b>48.5*</b>
		Neutral	13	19.7
		Dissatisfied	7	10.6
		Highly Dissatisfied	3	4.5
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE8</b>	Availability of commitment of Team members	<b>Highly Satisfied</b>	<b>9</b>	<b>13.6</b>
		<b>Satisfied</b>	<b>34</b>	<b>51.5*</b>
		Neutral	12	18.2
		Dissatisfied	9	13.6
		Highly Dissatisfied	2	3.0
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE9</b>	Existing Infrastructural facilities at your organization	<b>Highly Satisfied</b>	<b>18</b>	<b>27.3</b>
		<b>Satisfied</b>	<b>33</b>	<b>50.0*</b>
		Neutral	7	10.6
		Dissatisfied	6	9.1
		Highly Dissatisfied	2	3.0
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE10</b>	Comfort level of your team members	<b>Highly Satisfied</b>	<b>5</b>	<b>7.6</b>
		<b>Satisfied</b>	<b>18</b>	<b>27.3*</b>
		Neutral	16	24.2
		Dissatisfied	15	22.7
		Highly Dissatisfied	12	18.2
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE11</b>	Given Job Security System at organization	<b>Highly Satisfied</b>	<b>8</b>	<b>12.1</b>
		<b>Satisfied</b>	<b>22</b>	<b>33.3*</b>

		Neutral	19	28.8
		Dissatisfied	10	15.2
		Highly Dissatisfied	7	10.6
		<b>Total</b>	<b>66</b>	<b>100.0</b>
<b>IOE12</b>	Quality in achieving task / completion of work with team members	<b>Highly Satisfied</b>	<b>7</b>	<b>10.6</b>
		<b>Satisfied</b>	<b>34</b>	<b>51.5*</b>
		Neutral	16	24.2
		Dissatisfied	6	9.1
		Highly Dissatisfied	3	4.5
		<b>Total</b>	<b>66</b>	<b>100.0</b>

**Source: Primary data**

The above table clearly indicates that majority of employees (instructors from various faculties and colleges) are highly satisfied and satisfied with their team work and team heads. They believe that team work may leads people to achieve individual, organisational objectives which will be the cause of organisational success. However only few employees are dissatisfied with their team , team members and team heads due to non-co-operation by team members, communication gap among them, in adequate knowledge of team leaders and lack of satisfaction towards the performance of team members and so on.

**Table – 3: Paired Samples Test between Age and Identified Dependent Variables associated with Individual opinion of Official experience Towards Team Work**

Paired Variables (Independent and dependent variables )		Paired Differences					T	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	Age - IOE1	-.167	.970	.119	-.405	.072	-1.396	65	.168
Pair 2	Age - IOE2	-.523	1.062	.132	-.786	-.260	-3.970	64	.000*

Pair 3	Age - IOE3	-.242	.962	.118	-.479	-.006	-2.048	65	<b>.045*</b>
Pair 4	Age - IOE4	-.500	1.056	.130	-.760	-.240	-3.846	65	<b>.000*</b>
Pair 5	Age - IOE5	-.015	.850	.105	-.224	.194	-.145	65	<b>.885</b>
Pair 6	Age - IOE6	-.106	1.010	.124	-.354	.142	-.853	65	<b>.397</b>
Pair 7	Age - IOE7	-.379	1.034	.127	-.633	-.125	-2.975	65	<b>.004*</b>
Pair 8	Age - IOE8	-.409	.992	.122	-.653	-.165	-3.351	65	<b>.001*</b>
Pair 9	Age - IOE9	-1.167	1.235	.152	-1.470	-.863	-7.673	65	<b>.000*</b>
Pair 10	Age - IOE10	-.803	1.099	.135	-1.073	-.533	-5.939	65	<b>.000*</b>
Pair 11	Age - IOE11	-.788	1.170	.144	-1.076	-.500	-5.469	65	<b>.000*</b>
Pair 12	Age - IOE12	-.455	.964	.119	-.691	-.218	-3.832	65	<b>.000*</b>

**Source: Primary data**

### **IOE – Individual Official Experience towards Team Work**

The paired t test was tested and test results given in appropriate manner in the above. The independent variable and dependent variables are paired and tested for testing significance at 5% level of significance. Based on paired t test results, it was proved that the null hypothesis accepted and alternate hypothesis is rejected. Hence it is accepted that there is no significant difference between age and dependent variables ranges from pair 2 to 4 and Pair 7 to 12. The researchers identified certain important variables associated with role of employees and their experience with team , team work and team members. The identified dependent variables are connected with level of response from team members, level of supervision by team leader, time management system to achieve tasks , appointment and performance of team leaders, relationship with team members, level of satisfaction towards attainment of goals, level of commitment , existing infrastructural facilities of organisation , comfort level of team members, job security system provided at Assosa University , quality of attainment of task or objectives. Finally its proved that , there is no significant difference between age and dependent variables which are indicated in the above lines. It means even at difference age , the people mind set and their thoughts are going to similar.

**Table – 4: Paired Samples Test between Gender and Identified Dependent Variables connects with Individual opinion of Official experience Towards Team Work**

Paired Variables (Independent and dependent variables )		Paired Differences					T	Df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	Gender - IOE1	-1.061	.975	.120	-1.300	-.821	-8.840	65	.000*
Pair 2	Gender - IOE2	-1.431	1.089	.135	-1.701	-1.161	-10.590	64	.000*
Pair 3	Gender - IOE3	-1.136	.991	.122	-1.380	-.893	-9.320	65	.000*
Pair 4	Gender - IOE4	-1.394	1.051	.129	-1.652	-1.136	-10.778	65	.000*
Pair 5	Gender - IOE5	-.909	.924	.114	-1.136	-.682	-7.996	65	.000*
Pair 6	Gender - IOE6	-1.000	1.081	.133	-1.266	-.734	-7.513	65	.000*
Pair 7	Gender - IOE7	-1.273	1.144	.141	-1.554	-.991	-9.037	65	.000*
Pair 8	Gender - IOE8	-1.303	1.007	.124	-1.551	-1.055	10.510	65	.000*
Pair 9	Gender - IOE9	-2.061	1.251	.154	-2.368	-1.753	13.380	65	.000*
Pair 10	Gender - IOE10	-1.697	1.202	.148	-1.993	-1.401	11.468	65	.000*
Pair 11	Gender - IOE11	-1.682	1.152	.142	-1.965	-1.399	11.857	65	.000*
Pair 12	Gender - IOE12	-1.348	1.045	.129	-1.605	-1.092	10.483	65	.000*

**IOE – Individual Official Experience towards Team Work**

**Source: Primary data**

The paired t test was initiated and independent variable and dependent variables are paired for testing significance at 5% level of significance. Based on results, it was proved that there is no significant difference between gender and dependent variables ranges from pair 1 to pair 12. Finally, as per the result its was proved that, there is no significant difference between gender

and dependent variables. The results tries to mean that, even though the employees are belongs to different gender , their thoughts are one and the same.

**Table – 5: Paired Samples Test between department wise segmentation and Individual opinion of Official experience Towards Team Work**

Paired Variables (Independent and dependent variables )		Paired Differences					T	Df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	Segment - IOE1	1.182	1.992	.245	.692	1.671	4.821	65	.000*
Pair 2	Segment - IOE2	.846	2.123	.263	.320	1.372	3.213	64	.002*
Pair 3	Segment - IOE3	1.106	2.149	.265	.578	1.634	4.181	65	.000*
Pair 4	Segment - IOE4	.848	2.329	.287	.276	1.421	2.960	65	.004*
Pair 5	Segment - IOE5	1.333	2.151	.265	.805	1.862	5.036	65	.000*
Pair 6	Segment - IOE6	1.242	1.985	.244	.754	1.730	5.085	65	.000*
Pair 7	Segment - IOE7	.970	2.155	.265	.440	1.500	3.655	65	.001*
Pair 8	Segment - IOE8	.939	2.183	.269	.403	1.476	3.496	65	.001*
Pair 9	Segment - IOE9	.182	2.204	.271	-.360	.724	.670	65	.505*
Pair 10	Segment - IOE10	.545	2.092	.257	.031	1.060	2.119	65	.038*
Pair 11	Segment - IOE11	.561	2.135	.263	.036	1.085	2.133	65	.037*
Pair 12	Segment - IOE12	.894	1.993	.245	.404	1.384	3.643	65	.001*

**IOE – Individual Official Experience towards Team Work**

**Source: Primary data**

The independent variable and dependent variables are paired and tested for testing significance at 5% level of significance. Based on paired t test results, the majority of the dependent variables

are significant. In addition, As per the derived results, it was concluded that the null hypothesis accepted and alternate hypothesis is rejected. Hence it is accepted that there is no significant difference between segment and dependent variables ranges from pair 1 to 8 and Pair 10 to 12.

**Table - 6 : Association check between Independent variables and dependent variables  
(Connects with level of satisfaction of employees towards team work)**

Results	LOS1	LOS2	LOS3	LOS4	LOS5	LOS6	LOS7	LOS8	LOS9	LOS10
Chi-Square	46.424 <sup>a</sup>	65.818 <sup>a</sup>	39.455 <sup>a</sup>	59.758 <sup>a</sup>	48.242 <sup>a</sup>	17.636 <sup>a</sup>	42.030 <sup>a</sup>	59.758 <sup>a</sup>	18.545 <sup>a</sup>	49.303 <sup>a</sup>
Df	4	4	4	4	4	4	4	4	4	4
Asymp. Sig.	.000	.000	.000	.000	.000	.001	.000	.000	.001	.000

**LOS – Level of Satisfaction of Employees towards Team work**

**Source: Primary data**

In order to check the association between independent and dependent variables, chi- square test was applied at 5% level of significance and with the observed results, it was concluded that there is a relationship between independent variables and dependent variables. It means there is an association between the age, gender, marital status of a respondents and dependent variables connects with level of satisfaction of employees towards team work.

**Table - 7 : Association check through chi-square test between independent variables and dependent Variable (Individual official experience of employees towards Team work)**

Result	IOE1	IOE2	IOE3	IOE4	IOE5	IOE6	IOE7	IOE8	IOE9	IOE10	IOE11	IOE12
Chi-Square	67.64 <sup>a</sup>	52.46 <sup>b</sup>	46.87 <sup>a</sup>	39.60 <sup>a</sup>	69.30 <sup>a</sup>	47.79 <sup>a</sup>	37.94 <sup>a</sup>	45.06 <sup>a</sup>	7.79 <sup>a</sup>	17.3 <sup>a</sup>	14.15 <sup>a</sup>	48.091 <sup>a</sup>
Df	4	4	4	4	4	4	4	4	4	4	4	4
Sig.	.000	.000	.000	.000	.000	.000	.000	.000	.100	.002	.007	.000

**IOE – Individual Official Experience towards Team Work**

**Source: Primary data**

To check the relationship between independent and dependent variables, chi- square test was applied at 5% level of significance. As per the results of chi square test , it is clearly stated in

table number 6 and it was concluded that there is an association between independent variables and dependent variables. It means there is a strong relationship between the age, gender, marital status of a employees of Assosa University and dependent variables.

**Table – 8 : Influencing factors for the success of the organisation**

<b>Influencing Factors</b>	<b>Opinion of employees of Assosa University</b>	<b>F</b>	<b>%</b>	<b>Valid %</b>	<b>Cumulative %</b>
<b>IF 1</b>	Team Spirit	14	21.2	21.2	21.2
<b>IF 2</b>	Commitment and Loyalty among Team members	7	10.6	10.6	31.8
<b>IF 3</b>	Mutual Confidence and Trust among members	7	10.6	10.6	42.4
<b>IF4</b>	All of the above	38	57.6	57.6	100.0
	<b>Total</b>	<b>66</b>	<b>100.0</b>	<b>100.0</b>	

The researchers are identified certain important variables are important to get organisational success. Those variables are specified in table 8. The variables indicated in the above table are influencing variables for the success of the organisation. 57.6% of total respondents guaranteed that team spirit , commitment and loyalty among team members , mutual confidence and trust among employees , altogether will work for the success of an organisation.

## 7. FINDINGS

Out of total respondents, all respondents are from the same age group between 24 and 40. 89.4% of respondents are male and 10.6% of respondents are female. 36.4% of respondents are married and 60.6% respondents are unmarried. The respondents are instructors and they are responded from various faculties, out of it 31.8% belongs to engineering, 15.2 % each from business and economics and health science. Further 13.6 from agriculture, 9.1 instructors from natural science and computing and informatics faculties. At last 6.1% of instructors form social science. 59.1% instructors are from less than 200000 birr income category, 36.4% from less than 100000 and 4.5% from less than 300000 birr. 33.3% employees are having less than 2 years' experience, 31.8% instructors are having 2 to 3 years of experience and 21.2% of instructors poses more than

3 years of experience. 68.2% of employees are already participated in team and they know the team activities. Out of total respondents 45.5% of respondents had a very good experience with the team. 28.8% of total respondents say they felt good when they work with team and team members. 12.1% of respondents felt that they had excellent experience with team, team members and team performance when the work in team. Majority of the respondents responded that they had enough adequate satisfaction with team work and they hope that team work will bring success for the entire organisation.

## **8. SUGGESTIONS AND RECOMMENDATIONS**

**(a).**The researchers proposed to suggest important cause of failure of team and organisational success. The reason behind failure of team work is given for readers understating in order. exploitation , Lack of Mutual Trust among team members , Lack of Confidence , Lack of Commitment of Team Members, Lack of awareness, Lack of Support from the superior ,Lack of Loyalty towards organisation , Negligence / Carelessness among Team members ,Not giving much importance for group goals , Work without output , dominating Sense , Egoistic Character between team members ,Hiding information among team members, no transparency and accountability, not giving proper response each other among team members, always travelling on others shoulder without doing anything, blindly ignoring responsibilities are the main cause of failure of both team and organisational success. Therefore the above said problem should be eradicated. In addition some intensive training , awareness program should be conducted among employees to upgrade their intimacy and interest to work in team for organisational success.

**(b).**Unless otherwise if there is any necessity there should not be any interference from higher official. Frequent interference will restrict the speed of activities of team. But proper supervision from them to do periodical check up to appraise the performance of team member should be very much needed; the same may increase the commitment of employees towards the attainment of organisational goals.

**(c).** Committed, capable, skilled and responsible employees should be identified and they have to be delegated to perform the task with other team members then only the possibility of achievement of organisational goals within a short span of time is possible.

**(d).** Team members with higher qualification, experienced experts in administrative and academic field should appointed as a team leader after proper screening then only team members will be properly directed towards organisational success. so proper measures should be taken to



execute the appointment of team leaders to lead workforce effectively and efficiently. (e). Positive attitude, optimistic approach , constructive thinking is always needed and expected from team members to get success for them and organisational success as well. Work with the group members whole heartedly, Work for yourself, work hard for your team with more loyalty, Giving 100% effort for your organisation whether you agree with them or not, otherwise quit from that organisation that's good for organisation and for the team members as well. Focus or concentrate on target , Concentration on Team & Organisational welfare , Sense of Owning towards True ,Loyal and Committed Management/ Managerial people, Work for your heart not for satisfying others , Honesty in doing work and Real Effort needed , Building - fight to win attitude among Team members will surely bring organisational success.

## 8. CONCLUSION

“Through this research, Researchers assures that performing teamwork generally works better when members of the team have experience working together due to enhanced coordination and communication. This appears partly due to a chemical called serotonin, which helps an individual to communicate better and think more positively. Serotonin is produced when an individual is in a situation where he/she is with comfortable environment. Teams run more efficiently when the individual members communicate with the other members.”. “Without change in the mind-set of team members, achievement of goals are not possible even though if you achieved something that is not actual achievement”. “Based on experience and observation , Most of the time , the people who are working with team , they are acting , not working whole heartedly , they are enjoying success by travelling or sitting on others shoulder without contributing adequate effort”. “Unless otherwise the people change their attitude, behaviour, Positive mind-set, changing things is not possible”. So the team members and organisation should think positive on each other to get both of their success with combined team effort by contributing real work for own development and organisational development and organisational success as well.

## REFERENCES

- [1] <http://www.businessdictionary.com/definition/teamwork.html>
- [2] <http://the-happy-manager.com/articles/why-is-teamwork-important/>
- [3] <https://en.wikipedia.org/wiki/Teamwork>
- [4] [www.asu.edu.et/](http://www.asu.edu.et/)