The Impact of Effective Team Building in Workplace

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ABSTRACT

In the business world people who come with the organized to work toward a conjoint goal are called teams. The shared vision, cohesion, cooperation, mutual trust, and absolute transparency of the roles and also responsibilities are hallmarks of a high-performance team. In many cases, the HR manager acts as facilitator in the process of building a high-performing team. HR manager's role in creating high-performing teams based on shared responsibilities, mutual trust, and cooperation is examined in this paper. Different team building exercises like games, fun exercises, and group activities are also discussed as a means of effective team building.

Keywords: human resource manager, team, team building, team activities

I. INTRODUCTION

Globalization has reached new heights in the last few years. In recent years, a growing number of international corporations have been on the rise. There has been a rise in the effectiveness, visibility, and overall productivity of even non-profit multi-national organisations (Liu, Combs, Ketchen, and Ireland 2007). There are, however, countless teams that work together to achieve a common goal behind the billion dollar corporations and the life-changing charitable organisations. It is impossible to have an effective organisation without an effective team. After all, it's the people who make up the foundation of any company. In this regard, they need a human resources manager who knows how to build and maintain high-quality teams (Odell 2013). As a result of the fact that there is no such thing as a perfect team, teams will always be different. Teams can take many forms, some of the most common of which are functional work groups, project teams, whole work groups, employee participation groups, problem-solving groups, management groups, and teams responsible for providing maintenance or support (Al-Khaled 2013).

The only things that successful teams have in common are that they know their common goal, they understand their role in the organisation, and they have the necessary skills to be successful (Anyim 2012). As important as it is for teams to have good human resources managers, there's one more thing they must have. Interviewing, recruiting, training and motivating employees are just some of the responsibilities of human resource managers (Millmore 2007). Building effective teams for organisations is one of their primary responsibilities (Mott Community College 2012). Human resource managers need to follow a specific framework to ensure a high-performing team, but there is no one way to build a team.

There are a number of people who would be on this team, each with a specific set of skills needed to keep an organisation running smoothly. More than that, the members of high-performing teams are united by a common vision and mutual faith in one another (Kornbluh 1984). A team must be able to work together in order to accomplish anything at all because each member is crucial (NL 2013). When every piece of the machinery—or every member of the team—is doing what it's supposed to do, it's known as cooperation. The human resources manager is the battery that keeps the whole thing running.

II. BUILDING A TEAM

Recruitment is the first step in building an effective team, and great HR managers are well aware of this. Human resource managers go through this process to choose the people who will make up a team (Hutchings 2011). Selecting employees based on traits like intelligence, courage, hard work, or punctuality is not an option for HR managers. Great HR managers, on the other hand, do not view their employees as solitary units (Porter 2008). Members are viewed as if they were pieces of a puzzle by these individuals. To come up with a stunning overall picture, they don't all have to be the best at what they do; they just have to be extremely compatible with one another (Gray 2014).

The role of chemistry is one that cannot be overstated. HR managers spend a lot of time in their jobs trying to find the right chemistry. Potential members aren't just judged on the basis of their own credentials. Additionally, they look at how well a prospective team member gets along with others before deciding whether or not to hire them (Odina 2013). The person will be hired if there is a good fit. Recruiting the best employees from the available pool isn't enough if those employees' attitudes and work ethics aren't compatible. Otherwise, the team won't be very effective (Boxall and Purcell 2011). As a result, a team's chemistry is critical to its success.

Chemistry enables people to take advantage of each other's resources and abilities. Even if they didn't start out as the best, members of winning teams have the ability to bring out the best in one another over time (Dewhurst, Hancock and Ellsworth 2013). The HR manager is then responsible for determining if there is potential for chemistry in the team when recruiting new members of the workforce.

The HR manager is also responsible for making sure that the members' and the team's overall potential is not wasted. When a manager accomplishes this, he or she does so by providing direction to the team.

A better way to put it: the HR manager's job is to instil a sense of shared accountability and mutual respect among the employees (Avar, Magos and Salamon 2012). Human resource managers place a high value on this because it strengthens relationships between coworkers. If a team has a clear understanding of its mission, both within and outside the organisation, they will have a better idea of how to live their lives (Nohria, Groysberg and Linda-Eling 2008). Team members who have a clear understanding of their roles in the organisation and society are more likely to form strong bonds (International Civil Service Commission 2001). As a result, HR must assist the team in defining specific roles and responsibilities.

III.   TEAM ACTIVITIES

Different team-building activities can be implemented by the human resources department manager to foster a logic of shared responsibility and cooperation with the among team members. All three values can be promoted by some activities used in team building: cooperation; trust; shared responsibility; and even all three at the same time. All of these have a common goal of bringing a team closer together, regardless of the specifics.

IV.   OBSTACLE COURSE

Obstacle courses are a popular choice among HR professionals for team-building exercises. Climbing walls, crossing ropes, crawling under nets, and many other difficult tasks are common in obstacle courses (Armstrong and Baron 2002). The primary goal of these difficult challenges is to strengthen the character of the participants as a whole group. They engender a sense of collective accountability and teamwork. They all share the responsibility of completing the obstacle course in a predetermined amount of time. Because of this encouragement to work together, they'll be better able to overcome any challenges that come their way.

V.   TEAM NIGHT

Team outings are organised events where the entire team gets together to relax and have a good time. These team nights can include anything from going to the movies, going out to eat, or even going swimming. In addition to the benefits of team building, organising a team night once in a while is a great way to give your employees a break from all the hard work they put in every day. As a result, the team's relationships are strengthened, and going to work is made more enjoyable for everyone. The reason for this is that they get to spend time with people they like.

VI.   TRUST FALL

Trust fall has been around for a long time as a team-building exercise. It's a two-person game: one person will fall backwards, and the other will catch them. Just try to catch the first person who is falling and you'll get the idea. In this situation, the first person should not look back to see if the second person is actually there to catch them. A primary goal of this activity is to foster a sense of mutual trust among team members. It's important for a member to have faith in the other member's ability to catch their fall.

VII.   CONCLUSION

Workplace virtualization, employee resistance, a lack of skills in teamwork, and the globalisation and virtualization of the workplace can all pose serious obstacles to effective team building. It is imperative that the factual environment and necessary assets are provided to teams in order for them to succeed in achieving their goals and objectives.

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