# Importance of Teamwork in Organizations

Work Efficiency

Teamwork enables you to accomplish tasks faster and more efficiently than tackling projects individually. Cooperating together on various tasks reduces workloads for all employees by enabling them to share responsibilities or ideas. Teamwork also reduces the work pressure on every worker, which allows him to be thorough in the completion of the assigned roles. In sharing ideas or responsibilities, every employee should have a role that suits his specialization. You should also consider employees' levels of interest in the project at hand, which positively influences the efficiency or speed of their output in accomplishing the task.

Improved Employee Relations

Teamwork is important in an organization because it provides employees with an opportunity to bond with one another, which improves relations among them. Workers who constitute a team working on a project often feel valued upon the successful completion of such tasks

Increased Accountability

Teamwork increases the accountability of every member of the team, especially when working under people who command a lot of respect within the business. Team members do not want to let each other down and hence do their best to contribute to the successes of their teams. In contrast to working solo on a project, peer pressure is usually high within teams such that cases of low morale are less likely to impact individuals. As a business owner, you would benefit from increased productivity through efficient team projects, which may be completed well ahead of the deadline.

Learning Opportunities

Cooperating on a project is an opportunity for new workers to learn from more experienced employees. Teams often consist of members who differ from one another in terms of skills or talents. Working together is a great opportunity to acquire skills that an employee never had beforehand. Unlike working alone on a project, teamwork affords people the opportunity to challenge the ideas of each other and come up with a compromise solution that contributes to the successful completion of the task.

# Importance of groups in an organization are: 1. Filling in Gaps in Manager’s Abilities 2. Solving work problems 3. Better coordination 4. Channel of Communication 5. Restraint on Managers 6. Better relations 7. Norms of Behaviour 8. Developing Future Executives.

#### . Filling in Gaps in Manager’s Abilities:

Informal organisation may act to fill in gaps in a manager’s abilities. For example, if a manager is weak in planning, one of his subordinates may help him informally in such a situation.

#### 2. Solving work problems:

Informal organisation helps in solving the work problems of members. It allows sharing job knowledge and taking decisions which affect a number of jobs.

#### 3. Better coordination:

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Informal groups evolve short-cuts and eliminate red tapism. They facilitate smooth flow of information and quick decision-making. All these ensure better coordination among various individuals and departments.

#### 4. Channel of Communication:

Informal groups act to fill up the communication gaps which might arise in the organisation. Informal communication cuts across the hierarchical and departmental boundaries and transmits information with greater speed.

Management can use informal channels to share information with the workers and get their reaction to management’s proposals. Informal communication can be of great use to organisation, if it is handled by the management properly.

#### 5. Restraint on Managers:

Informal groups do not allow the managers to cross their limits. They restrict them from getting unlimited power and from using their power injudiciously.

#### 6. Better relations

A manager can build better relations with his subordinates through informal contacts. He can consult the informal leaders and seek their cooperation in getting the things done from the workers.

#### 7. Norms of Behaviour:

Informal groups develop certain norms of behaviour which differentiate between good and bad conduct and between legitimate and illegitimate activities. These bring discipline and order among the employees of the organisation.

#### 8. Developing Future Executives:

Informal groups recognise talented workers as their leaders. Such leaders can be picked by the management to fill vacancies at the junior executive level in the future.