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A Study on Impact of Teamwork Skill on Employee Performance in Hevo Technologies India Pvt. Ltd., Bangalore

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ABSTRACT

Teamwork plays a vital role in organizational success, significantly influencing employee performance and productivity. This study explores how teamwork skills—trust, team spirit,

The Role of Knowledge Sharing in Enhancing Employee Performance at Hevo Technologies India Pvt. Ltd. Bangalore. Using a descriptive research method and convenience sampling with 120 respondents, both primary and secondary data were analyzed through percentage, chi-square, and correlation techniques. The findings highlight that trust among team members enhances collaboration, while team unity remains an area for improvement. Knowledge sharing and continuous learning contribute positively to performance. The study suggests organizations should foster an environment that encourages recognition, honest feedback, and alignment of personal and team goals to boost overall productivity.

Keywords: Teamwork, Employee Performance, Trust, Collaboration.

I. INTRODUCTION

In the current competitive and fast-evolving corporate landscape, teamwork has become a crucial element for enhancing employee performance and productivity. Particularly in

technology-focused organizations like Hevo Technologies India Pvt. Ltd., collaboration among team members fuels creativity and operational effectiveness. The combined efforts of individuals working together not only streamline processes but also drive innovation. This study aims to understand how key aspects of teamwork—trust, team spirit, and knowledge-sharing influence the performance of employees. Trust allows team members to feel secure in sharing their opinions and relying on one another. A strong sense of team spirit unites individuals with a shared purpose, motivating them to contribute actively. Likewise, effective knowledge-sharing promotes continuous learning and collective problem-solving. By investigating the role these components play in workplace dynamics, the study sheds light on how organizations can foster a collaborative environment that enhances individual contributions and overall performance.

II. REVIEW OF LITERATURE

Tanko, Anthony Lawal (2024): In this study, a production company in Makurdi, Nigeria, examined how teamwork affected organizational performance. Data was gathered using questionnaires, and SPSS (version 21) was used for analysis. The Taro Yamane formula calculated a sample size of 24 from a population of 25. The study discovered that warehouse management systems and materials resource planning had a beneficial impact on stock control efficiency, but distribution requirement planning had no discernible effect. The findings highlight how crucial resource planning and efficient cooperation techniques are to improving operational performance and efficiency in production-oriented businesses.

Hessari, H., Daneshmandi, F., Busch, P. and Smith, S. (2024): This study examines how employee flexibility can reduce cyberloafing while accounting for the effects of competitive work settings, teamwork attitudes, and temporal leadership. We used the job demands-resources (JD-R) model and the broaden-and-build theory to analyze data from 245 employees using structural equation modeling (SEM) to examine the ways in which different factors affect cyberloafing. The findings show that employee flexibility considerably reduces cyberloafing and acts as a moderator between attitudes toward teamwork, temporal leadership, and the effect of competitive work environments on cyberloafing. Increased adaptability is favorably correlated with attitudes of teamwork and temporal leadership, which lowers cyberloafing. On the other hand, competitive workplaces significantly increase cyberloafing while marginally improving adaptation.

Bruhin, A., Petros, F. & Santos-Pinto, L. (2024): In today's businesses and job market, teamwork is becoming more and more crucial. However, little is understood about how confidence affects teamwork. In this paper, we use a team effort task to offer evidence from a laboratory experiment. There are synergy between teammates' efforts, and effort and ability complement one another. We use both simple and complex general knowledge tests to exogenously influence respondents' self-confidence regarding their abilities. Research shows that heightened overconfidence can lead to higher team revenue, decrease instances of free riding, and boost overall effort within the team. There is no proof that participants react strategically to their teammates' overconfidence, but this finding is mostly the result of overconfidence having a direct impact on one's own effort provision.

Putra, R., lima Krisna, N., & Ali, H. (2021): This study seeks to explore the connections between employee performance, work discipline, leadership style, and compensation. The research utilizes qualitative methods and library-based research for writing scientific papers. The findings from the literature review suggest that work discipline, leadership style, and pay all have a positive and significant influence on employee performance.

OBJECTIVES OF THE STUDY

Primary objective

To investigate how teamwork skills affect employee performance at Bangalore's Hevo Technologies India Pvt. Ltd.

Secondary objectives

- To investigate the perceived level of trust among team members in the company
- To examine the team spirit among the employees in the company
- To evaluate the extent to which knowledge sharing practices among team members in the company
- To analyse the impact of team work skill on employees performance in the company
- To obtain suggestions from the respondents to enhance team work skill for employees performance in the company.

Statement of the Problem

Teamwork is essential for achieving organizational goals, yet many companies struggle to build a collaborative work environment. Issues such as lack of trust among team members, weak team spirit, and limited knowledge-sharing often disrupt communication and lower productivity. These challenges can lead to conflicts and misalignment of efforts, ultimately affecting employee performance. Additionally, there is a limited understanding of how specific teamwork skills contribute to performance outcomes. This study seeks to uncover the root causes of poor teamwork dynamics and provide practical insights to enhance collaboration, improve workplace harmony, and support overall organizational success.

RESEARCH METHODOLOGY

The research adopts a descriptive design to analyze the influence of teamwork skills specifically trust, team spirit, and knowledge-sharing practices on employee performance at Hevo Technologies India Pvt. Ltd., Bangalore. The study aims to explore how these elements contribute to a collaborative work environment and enhance overall productivity. A convenience sampling technique was employed to select a sample of 120 employees from various departments within the organization. Primary data was collected through structured questionnaires administered to employees, while secondary data was sourced from the company's official website and relevant research publications. To analyze the data, simple percentage analysis, chi-square tests, and correlation analysis were applied. These tools facilitated the examination of relationships between key teamwork factors and employee performance. The methodology enabled a clear understanding of how trust among team members, unity within teams, and effective knowledge-sharing practices impact individual and collective outcomes in a corporate setting.

DATA ANALYSIS & FINDINGS CHI SQUARE ANALYSIS

GENDER OF THE RESPONDENTS AND TEAM MEMBERS' TRUST

Null hypothesis(H0): There is no significant relationship between gender of the respondents and team members trust.

Alternative hypothesis(H1): There is significant relationship between gender of the respondents and team members trust.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
GENDER OF THE RESPONDENTS TEAM MEMBERS TRUST	120	100.0%	0	.0%	120	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.754 ^a	14	.780
Likelihood Ratio	10.478	14	.726
Linear-by-Linear Association	.838	1	.360
N of Valid Cases	120		
a. 22 cells (73.3%) have expected count less than 5. The minimum expected count is .63.			

INTERPRETATIONAs per the above table, it is inferred that the P value is 0.780; it is not significant to 5% (0,05) significant level. The minimum expected count is 0.63. Thus null hypothesis is accepted and it is found that there is no significant relationship between gender of the respondents and team members trust.

CORRELATION ANALYSIS

EXPERIENCE OF THE RESPONDENTS AND TEAM MEMBERS KNOWLEDGE SHARING

Null hypothesis(H0): There is no significant relationship between experience of the respondents and team members knowledge sharing.

Alternative hypothesis(H1): There is significant relationship between experience of the respondents and team members knowledge sharing.

Correlations			
		EXPERIENCE OF THE RESPONDENTS	TEAM MEMBERS KNOWLEDGE SHARING
EXPERIENCE OF THE RESPONDENTS	Pearson Correlation	1	-.250**
	Sig. (2-tailed)		.006
	N	120	120
TEAM MEMBERS KNOWLEDGE SHARING	Pearson Correlation	-.250**	1
	Sig. (2-tailed)	.006	
	N	120	120
Correlation is significant at the 0.01 level (2-tailed).			

INTERPRETATION: The above table indicates that out of 120 respondents, co-efficient of correlation between experience of the respondents and team members knowledge sharing

conducted is -.250. It is below 1. So there is negative and no relationship between experience of the respondents and team members knowledge sharing.

SIMPLE PERCENTAGE ANALYSIS GENDER OF THE RESPONDENTS

Gender	No. of the respondents	Percentage
Male	82	68.3
Female	38	31.7
Total	120	100.0

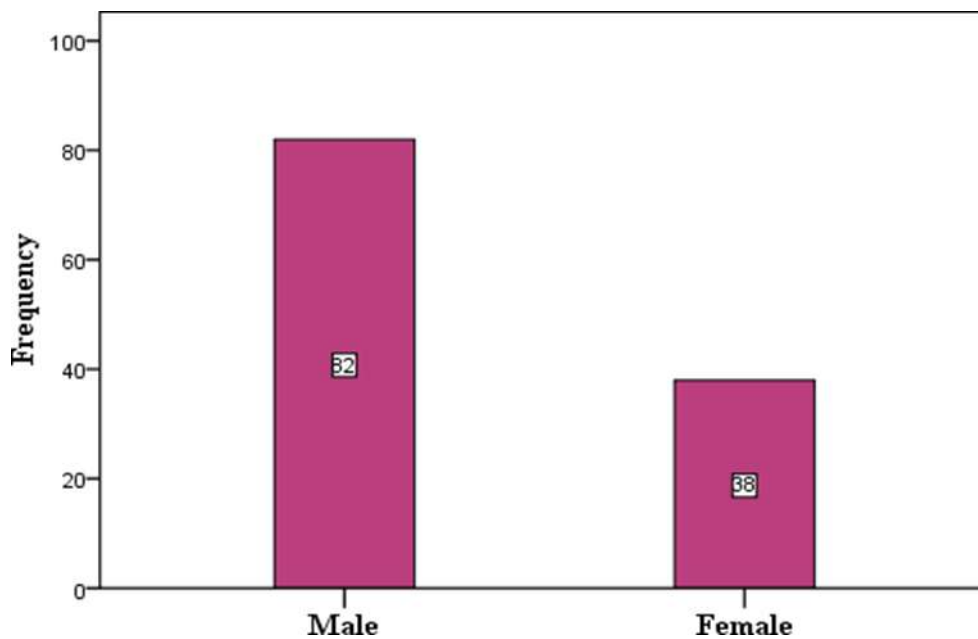
Source: Primary data

INTERPRETATION

The above table shows that 68.3% of the respondents are male and 31.7% of the respondents are female.

Thus the majority of the respondents are male.

GENDER OF THE RESPONDENTS



FINDINGS

CHI SQUARE ANALYSIS Thus null hypothesis is accepted and it is found that there is no significant relationship between gender of the respondents and team members trust.

CORRELATION The relationship between the respondents and the knowledge sharing among team members is negative.

SIMPLE PERCENTAGE ANALYSIS Out of the total respondents, 68.3% were male

SUGGESTION

To strengthen teamwork at Hevo Technologies, the organization should promote clear roles, open communication, and mutual respect. Consistent team-building activities, constructive feedback, and regular recognition can enhance trust and foster collaboration.. Encouraging idea-sharing, peer learning, and skill development will empower employees. Open forums, training incentives, and collaboration tools can enhance engagement and performance, fostering a more united and productive work environment.

CONCLUSION

The study finds that teamwork abilities, particularly cooperation, communication, and trust, have a big impact on worker performance. A nurturing atmosphere that promotes idea exchange, respect for one another, and ongoing education increases the achievement of both individuals and teams. Even though there is a lot of trust among team members, there is still a problem with disunity, which emphasizes the need for better team cohesion. Fostering acknowledgment, candid criticism, and congruence between personal and group objectives can improve cooperation. All things considered, cultivating a cooperative and upbeat culture improves output, organizational success, and worker satisfaction.

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