

# Teamwork Skills Among the Undergraduate Students of Moran College, Charaideo District

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## Abstract

Teamwork involves a group of interdependent people who work cooperatively to achieve a group outcome. Working in team is very important to solve some complex and challenging work which cannot be done alone. In life people face many such problems or have to work in a team to bring success to a complex work. In this growing competitive world students are involved in their achievement and success. It is very necessary to make the students realise and understand the value of teamwork. Therefore, the educational institutions should try to incorporate this skill among the students through various activities that are to done in team. In the present study, researchers strive to study the teamwork skill among the students of Moran College and also the significance of teamwork skills in higher education. 100 students were purposively selected for the study and they were asked to fill up the teamwork questionnaire.

## Keywords

teamwork, teamwork skills, college students, higher education

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## Introduction

The team refers to a group of people who work interdependently to achieve a common goal. A common definition of a team is “a small number of people with complementary skills who are committed to a common purpose, set of performance

goals and approach for which they hold themselves mutually accountable.”

The term teamwork has been briefly discussed by many scholars in business and organizational management. Ralph Lewis defined the group as “a group of people who work together to achieve a goal.” Therefore, teamwork refers to overall team performance of its effectiveness. Working in a team is very effective as it helps in solving complex and challenging work. Teamwork requires two things viz. attributions to work in a team and interpersonal actions that facilitate team action (Varela & Mead, 2018). It also includes certain values like listening to others and also giving constructive comments, proving the advantage of doubts, proving adequate support and recognizing others’ achievements and interests. These values are very important to boost the individual performance that effects positively on the performance of the team (Moe, Dingsoyr & Dyba, 2010).

Teamwork skills can be defined as the abilities and qualities that allow us to work properly in a team. Good communication, ready to take responsibilities, honesty in the work, empathy toward others, collaborating etc. are teamwork skills. These skills are very much necessary especially among the youth of today’s century. Working in a team helps the youth in their progressive and positive development. It builds their personality and helps in achievement of career goals and further helps in making them better citizens. Students should also understand the team roles. Such as what are the responsibilities of a leader in a team, thinker, the achiever, the carer and the doer. Working in a team will make them realize different

strengths and in what role they are better than others. Likewise, they can go ahead and earn success. In the present study, behavioral view of teamwork is measured with a questionnaire to measure students' capability to work in a team.

## 1. Statement of the problem

The statement of the problem is entitled as "Teamwork skills among the undergraduate students of Moran College, Charaideo district."

## 2. The rationale of the Study:

Achieving group goals rests upon shared responsibilities and collective work of team members. So it is very much important that students understand the benefit of teamwork and the importance of teamwork skills. Teamwork skills are inevitable for youth development. Today's youth are the citizens of tomorrow. So we need to focus on the development of the young generation in a way that could manifest their future. In the present century, youth should have all the positive skills so that they cope up with all the diversities and work for sustainable development. Thus higher institutions should give opportunities and space for youth to work as a team and develop roles of leader, thinker, manager, executive, etc.

Therefore the present study is important to know whether the undergraduate students possess teamwork skills and to know about their roles as team members. The study will help us to know the need and importance of teamwork skills in higher educational institutions.

## 3. Objectives

The objectives of the present study are as follows:

1. To study the teamwork skills among the students of Moran College.

### Sub-objectives:

- (a) To examine the teamwork skills among the students of Moran College based on their department.
- (b) To assess the teamwork skills among the students of Moran College based on their gender.
- (c) To analyze the teamwork skills among the students of Moran College with regard to their team roles.

2. To investigate the significance of teamwork skills in higher education.

## 4. Methodology

### 4.1 Research Design

The present study is a descriptive study. Here the researchers selected the sample of 100 students purposively from the undergraduate students of Moran College, Charaideo district. A self prepared teamwork questionnaire consisting of 20 items was used for collection of data.

### 4.2 Population

All the undergraduate students of arts departments of Moran College.

### 4.3 Sample

100 samples were selected purposively from the six arts departments which are Economics, English, Assamese, Political science, Education and History.

## 5. Analysis and Interpretation

### 5.1 Objective 1

#### 5.1.1 Teamwork Skill by Department

Sl. No.	Name of Deptt.	Teamwork skill (average)
1	Economics	28.96
2	English	28.71
3	Assamese	28.90
4	Political science	27.46
5	Education	28.05
6	History	29.96

**Table 1.** Average score of Teamwork skill with respect to their department.

As shown in Table 1, the students of the Department of History scored the highest with an average of 28.96, whereas the Department of Political Science scored the lowest with an average of 27.46.

#### 5.1.2 Teamwork Skill by Gender

Gender	Average teamwork skill
Male	30
Female	27.59

**Table 2.** Average score of Teamwork skill of male and female.

As shown in Table 2, female students scored lower than male students in the self-prepared teamwork questionnaire. The average teamwork skill of male students is 30, while the average teamwork skill of female students was found to be 27.59.

Sl. No.	Name of the Deptt.	Male	Female
1	Economics	28.57	29.67
2	English	29.00	28.67
3	Assamese	29.13	28.77
4	Political science	24.00	28.09
5	Education	28.47	26.17
6	History	32.45	26.56

**Table 3.** Average score of Teamwork skill of male and female with respect to their department.

After analyzing the average scores of male and female students with respect to their departments (Table 3), the results

were as follows: In the Department of Economics, English, and Assamese, the average score of teamwork skill among male and female students is almost the same. But in the Department of Political Science, Education, and History, the average scores of teamwork skill among male and female students are not the same. Male students of the Department of Education and History scored higher in the self-prepared teamwork skill questionnaire than female students. In contrast, in the Department of Political Science, female students scored higher than male students.

**5.1.3 Teamwork Skill by Team Roles**

There are four roles played by the team members: leadership, thinker, doer, and carer. The self-prepared teamwork questionnaire consisted of questions that reflected these four roles (Maier, 2010). The four roles are simplified roles from the Chalybeate Team Training Course:

- **Leader:** A leader provides communication and vision in the team, coordinates, motivates everyone, and makes progress.
- **Thinker:** The thinker collects and analyzes information, listens, thinks about the task or problem, and contributes ideas.
- **Carer:** The carer takes care of everyone, develops team spirit, understands others’ feelings, and tries to ease tension and foster positivity.
- **Doer:** The doer is always active and ready to help others, interested in working rather than discussions.

This study concentrates on these four roles, and the analysis is done considering these team roles of the students. The average score was found to be the same for each role, i.e., 7.

Quality	Female	Male
Leadership	7.03	7.82
Thinker	6.38	7.03
Doer	7.03	7.79
Carer	7.15	7.36

**Table 4.** Average scores for each role among males and females.

In the case of teamwork roles, male and female students possess almost the same amount of these qualities (Table 4).

**5.2 Objective 2: Importance of Teamwork Skills in Higher Education**

Teamwork skills are one of the most important skills among many skills that students should acquire during their life. These skills help a student foster a positive attitude and build a personality that will enhance their career and future life. Students of higher educational institutions will be helped in the following aspects if they acquire teamwork skills:

1. **Collective work:** In the academic course and curriculum of higher education institutions, students have to participate in group discussions, workshops, projects, seminars, etc. For all these kinds of assignments and academic work, teamwork is necessary; therefore, students must understand and realize their own role in a team.
2. **Shared Responsibility:** Students working in a team have to take the required responsibility accordingly. Each member of the team has to bear the responsibility and share it and actively work on it to fulfill the aims and objectives.
3. **Different Roles:** The students working in a team have their own different and distinctive roles to be played. They have to respect each other’s roles; otherwise, the work will not be accomplished.
4. **Leadership:** The most important quality that every student requires in this century is leadership. Good leadership skills help in better execution of work and development of the institution.
5. **Planning and Task Coordination:** Proper planning, doing work according to schedules and deadlines is a must for a team. Each member must coordinate to accomplish the task in a well-planned manner.
6. **Management Skills:** Students must learn and acquire management skills to work in a team so that the work is done effectively.
7. **Conflict Resolution:** As team members may have different opinions and attitudes, conflicts may arise among them. It is necessary that students learn how to tackle and resolve conflicts.
8. **Decision making:** A good decision is always beneficial for a team. Fulfillment of aims and objectives depends upon good decision making.
9. **Modifying own performances:** The members of a team should realize their mistakes and failures. They should try to remove and reduce their faults. In this way, they learn to modify their own behavior and performances. Self-assessment is necessary for teamwork.
10. **Communication Skill:** Teamwork requires good communication among the members. The members must have speaking skills, listening skills, and others so that they can work smoothly. This way they grow and develop better personalities.

Thus, teamwork skills have a lot to offer for students in higher education. It will contribute to positive youth development and growth.

## 6. Findings

The researchers found out the following findings:

1. The study found out that the undergraduate students of Moran College have almost equal teamwork skills.
2. Male students have higher teamwork skills than female students of Moran College.
3. The undergraduate students of Moran College have equally scored in all the four team roles.

## 7. Conclusion

Teamwork skills are necessary for every 21st-century learner. Higher education students should take up different programs and agendas to uphold teamwork skills among the students. Especially, teachers should concentrate on giving group assignments, group tasks, and group projects during the academic session to the students. Teamwork skills of students will contribute to nation-building. Thus, the study is an effort to know and understand the teamwork skills of undergraduate students. The researchers hope that it will contribute to positive youth development.

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