Teamwork

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Article Info	ABSTRACT
	Teamwork is the collaborative effort of a group to achieve a common goal or complete a task in the most effective and efficient way as a group. Working together allows colleagues to get to know each other better and build strong social relationships. Collaboration allows everyone to be valued for their abilities. This creates a more positive and relaxed work atmosphere. The research methodology used in this study was to conduct a literature study of 15 journal articles with a collaborative team which was published on several websites over the last 5 years. The research finding that 2-way communication is needed to build teamwork. That way, team members can freely express their opinions, want to listen to each other's opinions, and find solutions to problems together. In a good team, each member must know the responsibilities and tasks they carry out in a project. They must also have the integrity to carry out all their responsibilities properly. All difficulties and obstacles must be discussed and resolved together.

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1. INTRODUCTION

Teamwork is one of the actions that encourage employees to work effectively. The existence of teamwork can help employees to be more creative because with this collaboration employees exchange ideas, and convey arguments to each other about existing workers. Teamwork is a well-coordinated form of joint or group work to work with leaders where the team consists of people who have different skills or expertise.[1]

Cooperation is also a number of people who work together, whose efforts are systematically combined to achieve common goals.[2] The performance achieved by a team is better than the performance per individual in an organization. Even so, teamwork must also be effective in order to make a good contribution to the performance of employees in a company.[3] Effective teamwork is seen as a major competitive advantage that can provide excellent results for organizations.

If the organization can improve team performance, there will be better organizational improvements in the future.[4] Changes that continue to develop are certainly a challenge that needs serious attention from company managers in managing their organization.[5] Every situation that continues to change without us realizing it requires a careful attitude so that organizational managers make adjustments to changes that occur as quickly as possible so that they can continue to survive the pace of the change process.[6]

Basically, the organization does not only expect capable, capable and skilled members but most importantly willing to work hard and want to achieve optimal work results.[7] The abilities, expertise, and skills of members mean nothing to the organization if they do not want to work hard using the abilities, skills, and skills they have.[8] The next theory explains teamwork by looking at its performance, namely team performance which is conceptualized as a psychological variable related to team performance.[9]

Teamwork is expressed using a scale method using aspects of teamwork proposed by Zhuang et al (2008), which include cooperation, influencing and supporting, as well as problem-solving and negotiation. Meanwhile, the factors that influence teamwork as stated by Ivancevich, Konopaske, and Matteson (2005) include composition, norms, leadership, cohesiveness, training, communication, empowerment, and rewards.[10]

In addition to teamwork that can affect loyalty in the organization, there are also other factors, namely organizational culture, organizational culture is an important component in an organization because it is a value that will determine the behavior of all members in the organization and is a component that distinguishes one organization from another.[5] Organizational culture will benefit an organization if all members make it a guide in their daily work within the organization.[6] The more organizational culture is attached to all members, it can be said that the implementation of organizational culture has been successful.[11]

One of the important roles in managing an organization is managing human resources (HR). This becomes very important because human resources (HR) become the driving force of the organization in achieving organizational goals. To achieve these goals, organizations need to have qualified employees who have high enthusiasm and loyalty. Enthusiasm and high loyalty are influenced by the ability of its employees and the existing organizational culture therefore it is necessary to increase employee capabilities and establish a good organizational culture in accordance with employee needs. Improving the ability of employees can be done by means of education and training in accordance with the competencies that are the company's criteria. Then in the formation of culture through the process of creating conditions for interaction between employees and leaders.

2. METHOD

The research methodology used in this study was to conduct a literature study of 15 journal articles with a collaborative team which was published on several websites over the last 5 years. Articles were researched and reviewed using a literature study with a format consisting of the number, year of the article, title of the article, research objectives, number of samples, research variables, research methods, and research results. The type of research used is descriptive research, namely research that aims to describe or describe in detail how certain social phenomena are. The qualitative case study method is used to obtain information on problems in teamwork. While secondary data is collected from published data such as journal articles and books.

3. RESULTS AND DISCUSSION
3.1 Teamwork

The definition of Cooperation according to Bachtiar (2004:7) in Sunaryo et al. (2017) is the power of several people in achieving one desired goal. The collaboration will unite the power of ideas that will lead to success.[12] According to Dewi (2007:152) in Panggiki et al. (2017), teamwork is a form of work in groups that must be properly organized and managed. The team consists of people who have different skills and are coordinated to work closely with the leadership. There is a strong interdependence between members to achieve a goal or to complete a task. The definition of a team according to Wayne in Poernomo (2006:104) in Alisyahbana et al. (2015), a team is a work group that is complete or has one work goal whose members have at least one goal of cooperation from all its members.[13]

Teamwork is a group whose individual efforts result in higher performance than the sum of individual inputs.[14] Teamwork is an activity that is managed and carried out by a group of people who are members of one organization. Teamwork can enhance cooperation and communication within and between parts of the company. Usually, teamwork consists of people who have different expertise so it is used as a strength in achieving company goals, Sriyono and Farida, (2013).[15] Teamwork is an action that we must build between employees, because in an organization we must have the same goals, therefore we must work together to achieve these goals. Discrepancies occur partly because there is no good cooperation between employees in a department, they do not care about their responsibilities, causing problems for other employees.[16]

Teamwork generates positive synergies through coordinated efforts. This means that the performance achieved by a team is better than individual performance in an organization or company. However, the Cooperation Team must also be effective so that it can make a good contribution to the performance and work results of employees in an institution. Therefore, the following are the characteristics of an effective team according to Simbel (2005) in[17]: having the same goals, high morale, clear roles and responsibilities, effective communication, conflict resolution, power together, expertise, and evaluation.

Teamwork can be formed through trust and cohesiveness.[18] The higher the trust between individual team members, the better the teamwork. Teamwork must be effective in order to make a good contribution to the performance and work results of employees in an institution or organization. Teamwork will produce

positive synergies through well-coordinated efforts.[19] This can be interpreted that the performance achieved by a team is better than the performance per individual in an organization or company.

3.2 Critical Components of Teamwork

A good team has four crucial components. First, each unit is formed to achieve the same goal. Then, each team member is put together to work together to achieve that goal. Every team needs a good form of communication so that team members can coordinate with each other and share common goals. Third, team members can influence others, although some team members may be more able to influence others than themselves regarding the goals and activities of the company or organization.

Finally, the existence of a team exists when each team member accepts himself as a unit in the team.[20]   Success or failure in achieving targets or vision depends on teamwork.[21] A company or organization requires solid teamwork to be able to complete the process of achieving the goals of the company organization.[22] The team itself is a group consisting of two or more people who interact and influence each other, are mutually responsible for achieving organizational goals, and accept themselves as a unit within the organization.[23] Teamwork is a unit consisting of two or more people who interact and coordinate their work for a specific purpose.[24]

Marnung in Widyaswari and Ruhana (2016:31) states that there are several indicators of teamwork, namely: 1). Collaboration Collaboration is done in teams so it is more effective than working individually; 2). Trust According to Maxwell in Widyaswari et al. (2016:32) trust called trust is the belief that someone is serious about what he says and does; 3). Cohesiveness Team cohesiveness according to Dewi in Widyasari et al. (2016: 32) is working together and being united, orderly, and neat in handling a job that is characterized by interdependence with one another.

Mathis & Jackson (2006) explained that there are three main factors that affect employee performance, namely the individual's ability to do the job, the level of effort expended, and the organizational support it receives. Indicators for measuring teamwork variables according to Sriyono and Farida, (2013) are: 1). Want to work together (Cooperative). As social beings who need other people, the sense of mutual cooperation among employees is marked by an attitude of wanting to work with other employees; 2). Express positive expectations. Employees feel optimistic and always have good hopes for their team in realizing the company's vision and mission; 3). Enter a value. Feel the part of other employees emerge so any input from other employees will be appreciated; 4). Give encouragement. Not only selfish but employees will pay attention to other employees. Such as giving encouragement When feeling that there are other employees who lack motivation; 5).   Build group spirit. Building team spirit with the aim that each individual greeting the team has the same spirit.[25]

3.3 Satisfaction in Teamwork

According to Arimby (2016) evaluating employee performance, work standards must be clearly measured and understood through: 1). Number of Jobs. The amount of work produced by individuals or groups as a standard of work requirements. Each job has different requirements so it requires employees to meet these requirements in terms of appropriate knowledge, skills, and abilities; 2). Quality of work. Every employee in the company must meet certain requirements to be able to produce work according to the quality demands of a particular job. Each job has certain quality standards that must be adjusted by employees to be able to do it according to the provisions. Employees have good performance when they can produce work according to the quality requirements demanded by the job; 3). Punctuality. Certain types of work must be completed on time because they have dependencies on other jobs. So, if work in a particular section is not completed on time it will hinder work in other sections, thus affecting the amount and quality of the work; 4). Presence. As for the various companies that present the presence of employees. Because with attendance it can be seen that the employee has a craft in absenteeism. There are types of jobs that require employees to be present for eight hours a day for five working days a week. Employee performance is determined by the level of attendance of employees in doing it;5). Cooperation ability. For certain types of work, it may have to be completed by two employees, or more, so cooperation between employees is needed. Employee performance can be judged by the ability to cooperate with other colleagues.[26]

According to Handayani (2016) that there are values that affect morale, namely: 1 Presence/Absence: Presence is the presence of employees in connection with their duties and obligations. 2 Collaboration: The attitude of individuals or groups to help each other or provide information to each other in order to devote their abilities as a whole. Collaboration can have a positive impact if it is carried out with good intentions, and good goals, and done in a good way. 3 Job Satisfaction: According to (Martoyo, 2000:142), job satisfaction is the emotional state of employees that occurs or does not occur at the meeting point between the value of employee compensation and the company or organization with the level of compensation value desired by the employee

concerned. So that job satisfaction is assessed as a pleasant or unpleasant emotional state in which employees perceive their work. 4 Discipline: Attitudes and behavior in accordance with organizational regulations.[27]

According to Robbins (2003), the factors that influence performance in organizational culture are as follows: 1). Innovation and risk-taking That is the extent to which the organization encourages employees to be innovative and dare to take risks. In addition, how the organization appreciates the actions of risk-taking by employees and generates employee ideas; 2). Attention to detail (Attention to detail) The extent to which the organization expects employees to demonstrate thoroughness, analysis, and attention to detail; 3). Oriented to results (Outcome orientation) Is the extent to which management focuses attention on results rather than attention to the techniques and processes used to achieve these results; 4). Oriented to humans (People orientation) The extent to which management decisions take into account the effect of results on people in the organization; 5). Team orientation (Team orientation) Where work activities are organized around the team not just on individuals to support cooperation; 6). Aggressiveness That is the extent to which people in the organization are aggressive and competitive to carry out the organizational culture as well as possible; 7). Stability is the extent to which organizational activities emphasize the status quo in contrast to growth.[28]

4. CONCLUSION

A team is a form of work in groups that must be organized and managed properly. The team consists of people who have different skills and are coordinated to work closely with the leadership. There is a strong interdependence between members to achieve a goal or to complete a task. The definition of a team according to Wayne in Poernomo (2006:104) in Alisyahbana et al. (2015), a team is a work group that is complete or has one work goal whose members have at least one goal of cooperation from all its members. Therefore, the following are the characteristics of an effective team according to Sembel (2005) in (Imeldi Maria Taroreh, 2014): having the same goals, high morale, clear roles and responsibilities, effective communication, conflict resolution, power together, expertise, and evaluation. 3 Job Satisfaction: According to (Martoyo, 2000:142), job satisfaction is the emotional state of employees that occurs or does not occur at the meeting point between the value of employee compensation and the company or organization with the level of compensation value desired by the employee concerned.
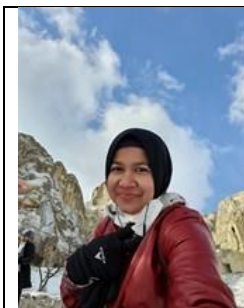
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