

## **Impact on job performance teamwork**

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Abstract: From a psychological and physiological on the capability and job requirements are two types of requirements, one of increasing capabilities and requirements, and lowering other capabilities and requirements. Those who are dissatisfied with their status of employment are twice as dissatisfied and stressed compared to those without a job. Employees dissatisfied with remuneration compared to others, calling several times to your doctor or miss work.

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From a psychological and physiological on the capability and job requirements are two types of requirements, one of **increasing** capabilities and requirements, and **lowering** other capabilities and requirements.

When decreases control of teamwork, conflicts between members, when employees feel a lack of recognition, understanding and support from leaders who have mental disorders appear particularly large influence on the individual. Many activities in the workplace and poor relationship with supervisor are stressors related to work which may cause the entire team working issues such as anxiety or depression. Team members cause emotional problems, in turn, absence, due to illness, requiring medical consultations leading, ultimately, to failure among the team.

Stress in the workplace leads to a form of organizational behavior that affect the entire working group and increase the risk of cancer in the Table 1. (Such as smoking, excessive alcohol consumption, etc.).

### **Cohesion and conditions**

Team there and there can be team work, to the extent that it is not established with certainty certain cohesion. Valence working group, the attractive group members, has two main sources: the attraction that shows the group's activities and the attractiveness of the members. Confidence certainly involves cooperation partners and objective requirements to fulfill the need for convergence of efforts. However, in the first place is because only trust in partners so you can

create and maintain a climate of cooperation needed to carry out the work smoothly. A common past successful cooperation and intensify current cooperation within work teams and lead to progress and cooperation.

In analyzing the relationship and goals accomplished team find confidence and acceptance, cooperation between members, to recognize the value of individuals, competence and loyalty. Positive image and cooperation are the image and each team member creates to partners and to form the team that determines behavior. This positive image, fingerprint security loyalty and spirit of cooperation create an additional guidelines oriented cooperation. Cooperative behavior is consistently reinforced and rewarded with every motion of a subject. Reward received tends to fix the behavior that triggered the initiative and is quickly learned. In the framework of cooperation between groups occurs mutually reinforcing, used to maintain frequency resolution behavior, and to resolve issues that may arise each person at various levels. [Elliot Ginnies Me, 1970].

This means that any positive individual behavior in relation to mutual success and the approach provides a general reasoning as a source of satisfaction intimate and stimulating renewal. Good ideas stimulate group members, leading to increased interaction between them. Each member receives a new contribution as an opportunity and a joy. The rivalry between team members contribute to the failure to its decline or lead to inferiority competitive performance. Cooperative behavior is reinforced in the team when team members are aware of it and focus on networking and networking. In these circumstances personalities and levels of members are working very good initiatives having non-negligible side effect because the group is not supported by teammate individuality initiator.

Competition and cooperation in team greatly increase the performance of the group, while allowing each personality to acquire influence and prestige worth it. Team and leadership structures and the authoritarian in a small group can destroy team spirit. This form of competition is an internal emulation, stimulating interaction and group dynamics is the most expressive form of willingness to participate in achieving the goals.

### **The size and composition of work teams**

#### *The optimum size of the team working*

Teams consist of two members - who want to become permanent - may strike the same problems as a conjugal couple as a true harmony requires compatibility, emotional, professional and ideological. Coexistence of continued professional in a team of two ends generating voltage sparks, rupture, even if the debut was no cooperation and mutual sympathy. The task involves more affection and emotional relationships, the more it develops a voltage increase, leading either separation or the submission of one of the two becomes auxiliary.

Teams of three members are most effective in solving problems in obtaining good solutions, and thus to solve problems. Teams of three members are lower than those of six members regarding decisions and interactions are weaker. Number of interactions in teams of

three members is less than the number of interactions in teams of six members. This situation is not stable leader plays an important role in the organization of the team and ensuring cooperation among group members.

Teams of four members take significantly larger sizes and are capable of higher mission teams of three members. Division of labor begins mandatory - if the tasks require develops a basic structure that does not need to be complicated.

The optimum size would be between five and six members, as interactions between members are richer and more productive division of labor can be achieved without losing the overall perception of work and domestic problems are easily solved.

#### *Work team composition*

Effectiveness in communication requires homogeneity of members, level of culture, mental frames of reference and mental balance, etc.. Homogeneity is indisputable factor of cooperation and effectiveness of individuals who agree so much easier on the socio-emotional having more energy objective. These transposition characteristics in terms of objectives necessary cohesion requires no similarity personalities although made more difficult when the members are of different cultures.

Homogeneity behavior enrichment factor group exchange between creativity and effective division of roles members. If the exchange team has a formal role for each individual heterogeneity energizes and enriches team skills. Different skills are growing interdependence and complementarily of interventions members so that they can become a cohesive team and an important factor of efficiency and progress.

Differences in personality traits are, or could be, stressors, or elements involved rupture negative attitude about the group in general and teamwork or cooperation. The question does not arise on the character of individuals put to the taste or reluctance on how to work in teams. Different characters can work perfectly as a team if they are the natural inclination or education and training able to cooperate.

Cooptation has emerged as a crucial key to form cohesive teams is a primary goal of sociometry, much more than the formation of working groups as informal and spontaneous structure. The amount found in all positive affective and interpersonal relationships in a group does not guarantee the quantity and quality of work done and some dose group and inter-competition favoring effectiveness. A team is not a psychological group, where only occur an affective report, efficiency requires accommodation and anticipate competence and incompetence overrides sympathetic person who in the end will rattle.

#### **Memberships and expressions**

Harbert A. Thelen in "Dynamics of Groups at Work", publisher Chicago Press, 1968, argued that what counts is the good will, the will to do something, and not ideology. Ideological divergences are not an obstacle to agreement as long as there is common will of action, but when

they lose, ideological differences will arise. Membership is not only a fact; it is a feeling, even a will. Belonging to a group ensures participation and cooperation, the singular experience of what is cohesion in the group. In psychoanalytic terms team and teamwork are impossible to define.

Research on work teams of French authors demonstrate that the team is a specific communication process in which every obstacle imposed on freedom of communication comes primarily from reduced rank structure without genuine belonging. By this is meant that any barrier to communication affects team members, unit spirit and action. The emergence of a common language recognized in a cohesive group is found naturally in work teams. Understanding a team is not formed only on verbal communication, perception mimic, and attitude, sketch of movements, informing teammates on the intentions or the reaction of some members. Enhancing communication in team occurs when the core values are threatened, namely cohesion and achieve an objective.

### **Team and moral code**

To the extent that moral values are social values, it is not surprising that team membership quickly becomes an ethic. This ethical merit of escape so psychoanalytic reduction of what we call moral values and challenges all modern forms of authority. Loyalty to the team remains highly suspect in the eyes of philosophers insofar as it seeks to know the moral value of team goals is a gateway to a wealth of authentic values. Famously called internal power under pressure and achieve a change in attitude or behavior among participants is a direct result of the sense of belonging of the members. A group where we feel foreign, and especially a group where we feel despised, has only one power constraint, namely physical, thus developing superiority in the balance of power. Ultimately become a valuable team spirit is judged by the criterion that a colleague.

**Table 1. Effects of stress on bodily functions**

	Normal (relax)	Pressure	Stress (acute)	Stress (chronic)
Brain	Normal cerebral blood flow	Cerebral blood flow increased	Clear thinking	Headache, tremor, tics
Mental status	Happiness	Seriousness	High concentration level	Anxiety, loss of sense of humor
Salivate	Normal	Low	Low	Dry mouth, feeling of "lump in the throat"
Muscles	Normal blood flow	Increased blood flow	Improved muscle performance	Tension and muscle pain
Heart (heart)	Heart rate and blood pressure normal	Heart rate and blood pressure	Good heart activity	Hypertension and chest pain
Lungs	Normal	Increased	Good respiratory	Asthma

	respiratory rate	respiratory rate	activity	
Stomach	Normal gastric secretion	Increased gastric secretion	Digestion low	Gastric
Large intestine(colon)	Normal bowel activity	Accelerated intestinal motility (diarrhea)	Diarrhea	Abdominal pain and diarrhea
Bladder	Normal activity	Micturition (urination) common	Frequent urination due to nerve stimulation increased	Urinary frequency, symptoms post diarrhea (males)
The sex organs	Men: normal Women: normal menstruation eg	Male impotence Women: irregular menstruation	Male impotence Women: irregular menstruation	Male impotence Women: irregular menstruation
S skin (skin)	No lesion	Dry skin	Dry skin	
Biochemistry of blood	The oxygen consumption, glucose and fat are normal	Oxygen consumption, glucose and blood lipids - high	Put more energy immediately available	Rapid fatigue

Source: R. Blaug, Kenyon A., Lekh R., *Stress at Work*, The Work Foundation, London, 2007.

The study by England's Manchester University over 1,600 individuals of which 50% are employed, shows that people who are poorly paid work done, and those that are properly remunerated, have low back pain. The study shows that the difference between those employed and those not employed who accuse back pain is almost insignificant. Those who are dissatisfied with their status of employment are twice as dissatisfied and stressed compared to those without a job. Employees dissatisfied with remuneration compared to others, calling several times to your doctor or miss work.

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