

ROLE OF TEAM BUILDING IN AN ORGANIZATION

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Place of team building in an organization is becoming more significant for recent years. This is because the human factor has become more valuable and attention is paid primarily to it. Despite the fact that organizations are suffered from global economic crises, pandemics, wars and other adverse external factors, it is important to focus on goals and continue to support activities adapting to new conditions.

Regarding the evolution of team building development can be assumed that a start has been made in 1940s-60s. At this time the school of human relations begins to expand, the development of which is associated with the names of such scientists as H. Fayol, J. Mooney, Alfred P. Sloan, E. Mayo. At this stage, the sociological concept of group decisions was tested. It was called neoclassical. A new breakthrough in the development of management (1980s) was the emergence of “organizational culture” concept as a new powerful management tool, especially effectively used in Japan. Culture, in terms of the power of its impact on people, is becoming on a par with the organization as a managerial tool, and the scientists of the program which were sent to transform culture in organizations were a fashionable innovation of the leading business schools in the 90s [1]. Exactly these two events became fundamental for the development of team building.

Thereby, role of team building since that time became even more significant and helps increasing both organizational culture and implementing strategic goals till this time.

The main reasons to implement team building in an organization are [2]:

1. Builds trust. Each employee wants to feel comfortable at place where he/she works. When there is trust between employees, so they can freely communicate with each other and share ideas not to afraid that someone can steal them. Besides, it helps confident suggest of solutions to solve some problems and readiness to take risks. It also contributes communication outside of work, which strengthens the team.

2. Fosters better communication. It helps employees to understand their role in an organization or team, because clear understanding what to do and strong deadlines exclude the possibility of procrastination and evasion of responsibility. Also increasing such soft skill as communication allows asking advices more freely, assist

each other in difficult issues; improves collaboration between managers and employees. And all these lead to delivering better results and increasing indicators.

3. Improves performance. With help of team building activities there is possibility to learn new skills which moves further work more efficient and thanks to this, it almost guarantees completing tasks on time.

4. Encourages collaboration. This factor responsible for improvement of interpersonal skills among employees and because of sharing experiences increases working potential which lead to new results. Beside this, collaboration creates friendly working environment and employees feel support and confidence.

5. Connects remote teams. Pandemics, wars and hard economic situation forcing companies to switch to remote work. In this case it is very important to unite all team members working from different locations and create more positive remote working environment.

Moreover, if we are talking about role of team building in an organization it is important to remember that it also brings such benefits, as: embracing diversity among working teams, attracts new talents, encourages innovativeness, builds a happy team, promotes health and company culture.

Team building makes it possible to teach team members to communicate informally, but at the same time retain an element of the business component. Team building allows you to identify and to establish an informal leader, which is especially important for a project manager. In addition, this method makes it possible to develop the ability of team members to take responsibility for the collective result next to the opportunity to show one's own individual qualities; learn the importance of clear subordination within teams and see the possibility of effective performance of the task for joint application developed strategy and tactics for its solution.

That is, team members have the opportunity, on the one hand, to understand the benefits of team cooperation, and on the other hand, to realize the importance of their own contribution to the overall result. Therefore, we can conclude that team building is one of the most effective methods of personnel management. It allows to unite each individual employee into a single system - a team - for debugging relations within the organization and successful work of each of its links. In the case of team unification the working capacity increases, the staff is more motivated and interested in successful work.

Team building is not just a method of team cohesion, it performs a very important educational function, namely teaching teamwork. This is very important for the organization, since many employees are used to working by relying only on themselves, and do not realize how much more effective a team is.

In addition, this method allows to give insight employees about the importance of everyone's work and everyone, that if a person does not treat his duties properly, the whole team suffers, and in in the case of working in an organization - the entire company [3].

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