

## Participation of Team Atmosphere in Team Effectiveness of Non Banking Financing Company in Tamil Nadu

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### ABSTRACT:

Creating an effective team environment is vital to succeed. More often than not there's no opportunity for personality clashes, team members can't be picky about which clients they prefer to deal with them. The present study is an empirical study consists of 60 samples out of 120 working employees to the tune of 50 per cent of the population. Both the Primary and secondary data collected using structured interview questionnaire from sample respondents and the reference books and company websites and in person from company records has been used for the study. Simple percentages, tabular analysis, Likert's five point scale and Kolmogorov – Smirnov One Sample Test have been used for analysis. It has been found from the scaling techniques that a highest rate of 43 per cent respondents has expressed that the team atmosphere was often comfortable.

**Keywords:** *Team effectiveness, Team atmosphere, Non Banking Financing Company*

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### INTRODUCTION

Creating an effective team environment is vital to succeed. More often than not there's no opportunity for personality clashes, team members can't be picky about which clients they prefer to deal with, and above all there's no way that the business will achieve its targets if even one person is letting the side down.

Organizations in this post modern environment are striving for their sustainability. Only those organizations which have efficient team of workforce are excelling in their performance. An organization's performance profoundly depends on team work. Team works are increasingly becoming an essential component of organizations across industries (Parvinder Gupta, 2009).

An organizational culture that supports communication and cooperation between team members and the integration have a significant and positive linear relationship with two different team leader ratings of effectiveness and with team member satisfaction (IEEE Technology Management Council 2003). Emphasis on team self-managing behaviors may enhance team effectiveness, but this enhancement effect is contingent on task routine-ness (Vincent Rousseau, 2010).

### Company Profile

Sakthi Finance Ltd is Non Banking Financial Company since 1955 which is part of Sakthi Group of Companies based at Coimbatore, South

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India. The company is one of the leading NBFCs engaged in Commercial Vehicle financing. Sakthi Finance Ltd sustains continuous growth momentum without deviating from its founding *Principles of Trust*.

#### Literature Review

Lieke (2010) viewed that helping behavior at work has become increasingly important, with organizations making more and more use of cooperative work practices. The difficulty is that employees are facing growing demands beyond the workplace. This study investigates the mechanisms by which family involvement (family structure, family tasks, family support) affects helping behavior in teams. The researcher employed a sample of 495 team members, the results shown that having a supportive partner and performing care tasks increase helping behaviour via enhanced fulfillment and skills. Having young children is directly and negatively related to helping behaviour. The authors also conducted separate analyses for men and women.

Elise Du (2009) viewed that in open innovation teams, people from different organizations work together to develop new products, services, or markets. The organizational diversity can positively influence collaborative knowledge creation but can frustrate and obstruct the process as well. To increase the success rates of open innovation, it is vital to learn how individuals create knowledge in open innovation teams and the problems they face. He concluded that however, HRD research on this topic is still lacking. The paper reviewed the literature on HRD, organizational, and learning sciences, describing how individuals interact when creating knowledge collaboratively, and gives an overview of the challenges with collaborative knowledge creation in open innovation teams.

Jennifer A. Marrone (2010) reported that in response to increased complexity of work tasks, flatter organizational structures, and changing environmental conditions, organizational work teams must increasingly coordinate efforts across their boundaries and actively manage key relationships external to the team itself. Despite evidence of the importance of these processes referred to as team boundary spanning for both

team and organizational success, significant gaps exist in our understanding of the nature of team boundary spanning, how and when these behaviors are carried out by teams, and the resulting impacts of team boundary spanning beyond that of enhanced team performance. Therefore, the article seeks to advance knowledge in this area by offering taxonomy of team boundary spanning actions, reviewing the existing stream of team boundary spanning literature across multiple levels of analysis, and integrating a body of work with findings and perspectives from other boundary spanning research areas so as to stimulate fruitful avenues for future research.

#### Objectives of the Study

The study has been conducted with the following objectives:

1. To study the participation of team atmosphere in team effectiveness.
2. To offer suggestions for improvement.

#### RESEARCH METHOD

The present study is an empirical study that seeks knowledge/information about the variables such as Team Atmosphere, relationships, Communication, Direction, objectives and roles.

##### ✓ Sample Size

The study unit consists of 120 employees among them a sample of 60 respondents were selected at random. Since the employees are homogenous in terms of function duties and responsibilities a good representative sample of 50 per cent are elicited.

##### ✓ Data Type

Both the Primary and secondary data has been used for the study. Secondary data has been collected from the company websites and company records. The data used for providing theoretical inputs was elicited through various sources such as reference books, journal articles, E-Books and E-Journals.

##### ✓ Tools for Data Collection

The primary data was collected freshly by the researcher for the study through the structured interview questionnaire. The questionnaire was administered with questions

regarding personal profile information of the respondents and

✓ **Tools used for Analysis Percentage**

Thus collected data has been analyzed with simple percentages using tables and charts. Percentages are used to compare the relative terms, in the distribution of two or more series of data. By use of percentage analysis the outcome of the analysis i.e., the drawn inferences can be easily generalized and thereby meaningful comparison can be made. The percentages are calculated using the following formula:

$$\text{Percentage of Respondents} = (\text{No. of Respondents} / \text{Total Respondents}) * 100$$

✓ **Likert's Rating Scale**

The variables regarding team effectiveness has been analyzed using likert's five point scale. Thus the views of team members have been put to analysis by assigning scales thereby the useful inferences are drawn on different core variables.

Scales	Very Often	Often	Indifferent	Rarely	Very Rarely
Scores	5	4	3	2	1

**Kolmogorov – Smirnov One Sample Test**

To testing the Hypothesis K-S Test is used in this study. This test is used to test of goodness of fit.

**D = The highest Absolute Difference between Observed proportion and Null Proportion**

**RESULTS AND DISCUSSION**

**a. Team Atmosphere**

Under this area, the variables considered for analysis are i). Enjoying work each other ii). Praising each other iii). Conscious on team activities iv). Clear cut vision on team achievements and v). Balancing the skills in the team.

**Enjoying Work Together**

The concept of team implies working or thinking together. People will enjoying their work, when they are in a team. The team spirit will be the driving force to the team effectiveness. Without having a sense of enjoyment the team work will not be efficient one. The enjoyment will energize to the members of a team.

It is evident from the table 1 that a highest rate of 45 per cent respondents have expressed that they were enjoying their work very often, followed by 33.33 per cent respondents with often. The respondents who were under indifferent category constitute 11.67 per cent. The respondents who enjoyed their work rarely and very rarely constitute respectively of 6.67 per cent and 3.33 per cent. It inferred that a most of the respondents are very often enjoying at their work together. It indicates a healthy hand of team effectiveness.

**Table 1: Distribution of respondents by enjoying work together**

S.no	Enjoying work together	Respondents	Percentage
1.	Very Often	27	45.00
2.	Often	20	33.33
3.	Indifferent	7	11.67
4.	Rarely	4	6.67
5.	Very Rarely	2	3.33
	<b>Total</b>	<b>60</b>	<b>100</b>

**Table 2: Distribution of respondents by praising each other**

S.no	Praising each other	Respondents	Percentage
1.	Very Often	9	15.00
2.	Often	36	60.00
3.	Indifferent	10	16.67
4.	Rarely	5	8.33
5.	Very Rarely	0	0.00
<b>Total</b>		60	100

**Table 3: Distribution of respondents by conscious on team activities**

S.no	Knowledge on team activities	Respondents	Percentage
1	Very Often	22	36.67
2	Often	25	41.67
3	Indifferent	10	16.67
4	Rarely	3	5.00
5	Very Rarely	0	0.00
<b>Total</b>		60	100.00

From the table 2, it is evident that 60 per cent of respondents revealed that the team members have the habit of praising each other whenever they meet their peer team members, followed by 16.67 per cent respondents as indifferent category. A considerable number of 15 per cent respondents are praising very often and 8.33 per cent respondents are praising rarely. No respondent is in the category of very rarely. It is inferred that the most of respondents are praising each other often within the team. It helps to make a team more effective. It is the good symbol of team effectiveness.

**Conscious on Team Activities**

Work situation in a team work every individual has to be conscious and concentrate on their work effectively. The team members have to perform their activities based on the team objective. Each team member should work

consciously to achieve the team objective and to be a team more effective.

It is evident from the table 3 that 36.67per cent respondents are very often conscious on their team activities, a good percent of respondents with 41.67per cent had conscious on team activities often. A sizable percent of respondents(16.67) were under indifferent category. 5per cent respondents are rarely conscious in team activities and no respondent is in category of ver rarely. It may be conclude that a majority of respondents are more conceious on their team activities. It helps to be a team as more effective.

**Clear Cut Vision on Team Achievement**

The team members are the pillars of the team. So, the team achievement can get only with the active cooperation of the team members. Such members should have a clear cut vision on team achievement.

It is revealed from the table 4 that a highest rate of 48.33per cent respondents often have a clear cut vision on team achievements, followed by 22 (36.67per cent) respondents under very often. Here also 10 per cent of the respondents was under indifferent category. The responses under the categories of rarely and very rarely were negligible. It can be inferred that a majority of respondents have a clear vision on team achievements. It will help to be a team more effective.

**Balancing the Skills in the Team**

Each individual is blessed with some specialized knowledge and skills. The work needs to be different skills set. The team consists

of different individuals. So, the skills of the team members should be balanced based on the team task.

Table 5 shows that a highest rate of 43.33per cent respondents said that there is balancing the skills in the team very often, followed by 31.67per cent respondents are often and 23.33per cent respondents say that the skills are balanced indifferent. Only the least number of 1.67per cent respondents are balancing the skills rarely. No one respondents is in the category of very rarely. It can be conclude that the most of situations are balanced the skills based on the team task. It helps to easy attainment of the team effectiveness.

**Table 4: Distribution of respondents by clear cut vision on team achievement**

S.no	Clear cut vision on team achievements	Respondents	Percentage
1.	Very Often	22	36.67
2.	Often	29	48.33
3.	Indifferent	6	10.00
4.	Rarely	1	1.67
5.	Very Rarely	2	3.33
<b>Total</b>		<b>60</b>	<b>100</b>

**Table 5: Distribution of respondents by balancing the skills in the team**

S.no	Balancing the skills in the team	Respondents	Percentage
1.	Very Often	26	43.33
2.	Often	19	31.67
3.	Indifferent	14	23.33
4.	Rarely	1	1.67
5.	Very Rarely	0	0.00
<b>Total</b>		<b>60</b>	<b>100</b>

**Testing the Hypothesis**

The testing the hypothesis is a process of test of significance which concerns with the testing of some hypothesis regarding a parameter of the population on basis of statistic from the sample.

In this study, kolmogorov-Smirnov test was used to test the hypothesis. This test is concerned with the degree of agreement between a set of observed values and the values specified by the null hypothesis.

**Testing Hypothesis on Team Atmosphere**

Table 6 provides the distribution of respondents for Team Atmosphere. It helps to calculate D Value in KS Test.

**Calculation**

**Null Hypothesis (H<sub>0</sub>):** There is no difference in ratings for Team atmosphere among the team members.

**Alternative Hypothesis (H<sub>1</sub>):** There is difference in ratings for Team Atmosphere among the team members

Table 7 gives that the largest absolute difference is 0.38 which is the Kolmogorov-Smirnov D value.

The critical value of D at an alpha of 0.05 is  $1.36/\sqrt{n}$ . In this Sample  $n=60$ .

So,  $D = 1.36/\sqrt{60} = 0.17$ .

As the calculated value exceeds the critical value of 0.17, the null hypothesis is rejected. Therefore the alternative hypothesis that there is difference in ratings for Team Atmosphere among the team members is accepted.

From above test it concludes that there is some difference of opinion on effective team atmosphere among team members.

- ✓ 45 per cent respondents have expressed that they were enjoying their work very often, It inferred that a most of the respondents are very often enjoying at their work together. It indicates a healthy hand of team effectiveness.
- ✓ 60 per cent of respondents revealed that the team members have the habit of praising each other whenever they meet their peer team members. It is inferred that the most of respondents are praising each other often within the team. It helps to make a team more effective. It is the good symbol of team effectiveness.
- ✓ A good percent of respondents with 41.67 percent had conscious on team activities often. It may be conclude that a majority of respondents are more conceious on their team activities. It helps to be a team as more effective.
- ✓ A highest rate of 48.33 per cent respondents often have a clear cut vision on team achievements. It can be inferred that a majority of respondents have a clear vision on team achievements. It will help to be a team more effective.
- ✓ A highest rate of 43.33 per cent respondents said that there is balancing the skills in the team very often. It can be conclude that the most of situations are balanced the skills based on the team task. It helps to easy attainment of the team effectiveness.

**Table 6: Distribution of respondents by team atmosphere**

Team Atmosphere	Respondents
Very Often	21
Often	26
Indifferent	9
Rarely	3
Very Rarely	1
<b>Total</b>	<b>60</b>

Table 7: Calculation of KS test

Difference Opinion	Observed number	Observed Proportion	Observed Cumulative Proportion	Null Proportion	Null Cumulative Proportion	Absolute Difference Observed and Null
Very Often	21	0.35	0.35	0.2	0.2	0.15
Often	26	0.43	0.78	0.2	0.4	0.38
Indifferent	9	0.15	0.93	0.2	0.6	0.33
Rarely	3	0.05	0.98	0.2	0.8	0.18
Very Rarely	1	0.017	0.997	0.2	1.0	0.003

## CONCLUSION

It is concluded From the forgone analysis that the variables with Very often category have greatly contributed to the team effectiveness namely enjoying work together (45 per cent), praising each other (60 per cent), conscious on team activities (41 per cent), clear cut vision on team activities (48 per cent), Based on the percentages scored by the variables under five point scales, it is strongly concluded that the above variables have positively influencing for achievement of the team effectiveness.

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