

IMPROVING EMPLOYEES' MOTIVATION THROUGH EFFECTIVE TEAMWORK

Constanta POPESCU¹, Nicoleta Valentina FLOREA²,
Raluca GÎLMEANU (MANEA)³

Abstract. *Any organization wishes to satisfy customer needs by offering competitive products and services. To do that, the organizations must sustain efficient work processes. To obtain competitive advantage and achieve their goals, organizations may use work groups as a management tool. This article describes the role of motivation in organizations in order to retain talented staff in the long run and to obtain performance by using work groups. The paper also shows the classification of work teams and describes its role in developing and sharing new knowledge, skills, and experiences, improving communication and relationships and increasing employees' motivation.*

Keywords: motivation, teamwork, team building, quality circles, performance

1. Introduction

Performance represents an important goal for teamwork, because most people work in research teams, development teams, production teams, sales teams, marketing teams or top management teams. Teamwork has gathered momentum, due to the appearance of complex products, requiring diverse skills and technologies. One person is not capable of all the activities, such as developing, selling or trading complex products, which means that a team can provide the necessary knowledge and an efficient coordination of the activity [1].

Regardless of their type, structure or size, organizations, groups or communities can attain their goals only if they work as a team [2]. Working in team can be fun, rewarding but also productive [3]. If the employee gets efficiently integrated in the team, then his productiveness and motivation will increase and the probability of leaving the organization will decrease [4]. Patience is one of the qualities one needs to use in team work because in time there will appear results but also learning and the obtaining of new knowledge [5]. If there are no objectives and no clear motivation, the team-building activity will not benefit of the desired success, because money, time and effort consumption is already involved. Team-building represents a desideratum for an efficient activity.

¹Prof. PhD, Faculty of Economics, Valahia University of Targoviste, Romania, (tantapop@yahoo.com)

²Lecturer PhD, Faculty of Economics, Valahia University of Targoviste, Romania (floreanicol@yahoo.com)

³PhD Student, Faculty of Economics, Valahia University of Targoviste, Romania (raluman72@yahoo.com)
