

**A STUDY ON THE EFFECT OF TEAM COMPOSITION TOWARD  
ORGANIZATIONAL PERFORMANCE AT SYARIKAT AIR TERENGGANU (SATU)  
SDN. BHD.**

**SITI NUR ASYIQIN BINTI IBRAHIM**

**BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)  
UNIVERSITI TEKNOLOGI MARA CAWANGAN PAHANG  
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## **ABSTRACT**

This research is to discovering study the effect of team composition toward organizational performance at Syarikat Air Terengganu (SATU) Sdn. Bhd. the element of team composition are teamwork, team size and team effectiveness. 36 set of questionnaire has been distributed to the respondents in order to collect the data and all the questionnaire has been return completely 100%. This study uses the Statistical Package for Social Science (SPSS) version 21.0 to analyze the result. The descriptive analysis and Pearson correlation has been used in order to reply to the research question. All the result reveals that each element has a positive and negative effect to the organizational performance.

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## **CHAPTER 1**

### **INTRODUCTION**

#### **Background of Study**

Team can be characterized as a gathering of at least two individuals who communicate and impact each other, are commonly responsible for accomplishing shared objectives related with authoritative goal and see themselves as a social element in the association (McShane, Olekalns and Travaglione,2012).

Teamwork has developed in recent years as one of the most essential manners by which work is being revamped (Osterman 1994; Waterson et al., 1997). It means working in a group is much better than working alone. This is because working as a team can provide various knowledge, skills, attitude and experience, flexible and innovative responses to problem and challenges, promoting performance and improving the satisfaction of those making up the team. Besides, employees who are working in teams become the standard for the organization (Alie, Beam & Carey, 1998).

Organizations which emphasize more on teams have results in increased organizational performance, greater productivity and better problem solving at work (Cohen & Bailey, 1999). Other than that, organizational performance comprises the