

**THE RELATIONSHIP BETWEEN TEAMWORK AND
EMPLOYEE PERFORMANCE AMONG EMPLOYEE AT
MAJLIS PERBANDARAN KOTA SAMARAHAN (MPKS),
SARAWAK**

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June 2019

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ABSTRACT

The purpose of this paper is to study what is the relationship between teamwork and employee performance. This study was explored from Esprit De Corp, Reward and Recognition and Team Trust (independent variables) toward employee performance (dependent variables). The research design for this study is correlational research. The main purpose for correlation research is to identify the relationship between the variables. The data was analysed by using Statistical Package for Social Science Software (SPSS) version 20. In order to determine whether there is relationship between teamwork and employee performance, Pearson Correlation was performed on the data. This study is based on a survey of 80 employees population at Majlis Perbandaran Kota Samarahan (MPKS). The findings indicate that the three variables elements of teamwork which are Esprit De Corp, Reward and Recognition and Team Trust (independent variables) are correlated to employee performance ($r=.666$, $p<0.01$). There was a significant correlation between each elements of teamwork. As for Esprit De Corp, the correlation value was ($r=.632$ $p<0.01$), while for reward and recognition the correlation value was ($r=.535$ $p<0.01$) and for team trust the correlation value was ($r=.365$ $p<0.01$). For this study, the questionnaire have been be used by researcher in order to collect data. The data collection and distributing of questionnaire are explained in detail. Each set of questionnaire will be attached with the cover letter. The purpose of the cover letter is to explain the objectives of the study. The entire questionnaire have been distributed to employees at Majlis Perbandaran Kota Samarahan (MPKS). From this study, the researcher recommended several recommendations which include future research should use interview as a way to collect data. Besides, the future researcher should also to change the sample/organization from public sector to private sector.

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CHAPTER 1

INTRODUCTION

This chapter is focused on the background of the study, statement of problem, research objectives, and research questions, significance of the study, limitation of study and also definition of terms that used in this study.

Background of the Study

Teamwork is an idea of two or more person who working together in a group to achieve the same goals and objectives for the good of the service users and organizations. Employee teamwork is seen as constituting a larger group of people than what job position describe. By using the positive synergy, it can influence individual mutual accountability and complementary skills. Teamwork as a grouping of professionals whose members work intensely on toward a specific common goal. Ability to work together towards a common vision is team work which is a fuel that allows common people to attain uncommon results Agwu (2015).

Teamwork has been around the world for as long as anyone can remember and there can be few organization that have not used the team in one sense or another. It is common to hear of management teams, production teams, service team or even whole organization being referred to as teams that is, many organization today are moving towards “team based” approach to work, this means that working in teams is the basic method used to get work done in these organization. As a result, employers stress the