

**THE RELATIONSHIP BETWEEN TEAMWORK AND
EMPLOYEE PERFORMANCE AT SARAWAK LAND
CONSOLIDATION AND REHABILITATION
AUTHORITY (SALCRA), KOTA SAMARAHAN, SARAWAK**

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AUTHOR'S DECLARATION



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- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degree.
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ABSTRACT

This research study analysed the relationship between teamwork and employee performance at Sarawak Land Consolidation and Rehabilitation Authority (SALCRA), Kota Samarahan, Sarawak. Independent variables for this study are esprit de corps, recognition and rewards and team trust. Dependent variable for this study is employee performance. Both variables are adopted from Manzoor, Hafizullah, Husain & Ahmad (2011). Questionnaire was developed for the purpose of data collection which distributed at SALCRA. There were 128 sets of questionnaires were and only 79.7% return (102 sets). The data was analysed by using Statistical Package for Social Science Software (SPSS) version 20 person Correlation was performed on the collected data to determine the relationship between teamwork and employee performance. The finding shows there were relationship between both variables. Team trust has strong correlation toward employee performance where is $r=.767$ ($p<0.01$). Similar to the finding of some researchers (Sheilkh Racheel Manzoor, Hafiz Ullah, Murad Hussain and Zulqarnain Muhammad Ahmad, 2011) with the correlation value $r=.647$, $p<0.01$. Besides that, other elements in teamwork which were *esprit de corp* and recognition and reward also have a strong correlation and significant relationship ($p<0.01$) towards employee performance which the correlation for esprit de corp was $r=.700$, $p<0.01$ and recognition and reward was $r=.704$, $p<0.01$. SALCRA should be a role model to other organization as they proof that they make teamwork is the important things to gain employee performance in order to achieve highest performance and productivity of organization.

TABLE OF CONTENTS

AUTHOR’S DECLARATION	i
ABSTRACT.....	ii
ACKNOWLEDGMENT.....	iii
LIST OF TABLES	vii
LIST OF FIGURES	viii
CHAPTER 1	1
INTRODUCTION	1
Background of the Study	1
Statement of the Problem.....	2
Research Objective	3
Research Question	3
Significance of the Study	4
Limitations of the Study.....	4
Definition of Terms.....	4
CHAPTER 2	6
LITERATURE REVIEW	6
Introduction.....	6
Definition of Teamwork	6

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

In order to deliver a good quality of service productivity, 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. Employees' 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 a specific toward a 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 Agarwal (2015).

Teamwork has been around the world for as long as anyone can remember and there can be few organizations 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 organizations being referred to as teams that is, many organization today are