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CONCEPT OF TEAMWORK

Annotation. The article deals with the problems of teamwork and the ways of applying this concept in the sphere of business. Different approaches towards teamwork were regarded, the key characteristics of this activity were revealed. The advantages and disadvantages of teamwork were outlined. An attempt to compare it with similar activities was made.

Анотація. Розглянуто деякі проблеми командної роботи та шляхи її впровадження у сферу бізнесу. Досліджено різні підходи до командної роботи та її ключові характеристики. Виявлено позитивні та негативні сторони цієї діяльності та зроблено спробу її порівняння із схожими видами бізнес-активністю.

Аннотация. Рассмотрены некоторые проблемы командной работы и пути использования этого вида деятельности в сфере бизнеса. Исследованы различные подходы к командной работе, определены ее ключевые особенности. Выявлены позитивные и негативные стороны командной работы и сделана попытка ее сравнения с аналогичными видами бизнес-активности.

Keywords: teamwork, leadership, benefit, participation.

This theme is topical and may be interesting for a wide range of public as teamwork is currently being championed as a way of replacing inflexible, dehumanizing, bureaucratic mechanisms with more humanistic, involving, cultural-ideological methods of coordinating productive activity.

The aim of this work is to define clearly what the teamwork is and how it can be done in various ways.

The objectives of this work are: to determine the importance of teamwork; to learn the mechanism of building a team; to study the main points concerning the organization of the activity of groups of people in the most profitable way.

A team is a group of people coming together to collaborate, and so to reach a shared goal or task for which they hold themselves mutually accountable. Teamwork is a state of unity achieved within a group of people working for a specific economic benefit. There are advantages of teamwork in business such as united effort, division of work, reduction of risk, specialization in work, subordination of personal interest to organizational interest, timely completion, high quality output, goodwill and reputation, unification of merits, persuading, helping and guiding, participating and suggesting, respecting and listening, problem solving and communicating [1].

Team members not only cooperate in all aspects of their tasks and goals, they share in what is traditionally thought of as management functions, such as planning, organizing, setting performance goals, assessing the team's performance, developing their own strategies to manage changes, and securing their own resources.

These shared mental models or knowledge structures allow each teammate to generate predictions and expectations about their teammates' roles and task demands, which in turn, allow them to make adjustments in order to maintain effective team performance [2].

Leadership shows itself in the inspired action of team members. Traditionally, organizations have assessed leaders by their actions and behaviour. But, the best way to assess leadership is by the degree to which people surrounding leaders are inspired. It is this inspiration that leads organizations on to an excellent performance, rather than a mediocre performance.

As a manager, one's prime responsibility is to effectively manage a team. A well-managed team has proved to be more productive and innovative in its approach to all business issues [3].

Many managers face lots of problems while organizing the teamwork because of, for example, incorrect feedback from the employees or lack of resources to proceed with the teamwork process. That's why it is essential to take into consideration as many factors as possible.

The given recommendations can be useful for the experienced manager as well as for the beginners in this sphere.

Finally, though team work and team building can offer many challenges, the payoff from a high performance team is well worth it.

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