

The Correlation between Teamwork and Employee's Productivity

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Abstract. This research is a quantitative correlational study with a pilot design that aims to comprehend the correlation between teamwork and employee productivity. One of the essential things in interpersonal skills at work is Teamwork. Teamwork is a process that gather individuals, ideas, and skills to reach goals. If teamwork is not valued in a workplace, people will frequently work on erroneous tasks and goals, leaving them incomplete. It is essential to cooperate with other co-workers in order to maximize productivity. Employees that are more productive provide several benefits to companies. As a result, increasing employee productivity is crucial. The population in this study is 250 employees, using quota sampling. The correlation design research and the spearman coefficient used in this study to see if there is a relationship between teamwork and employee productivity. This study shows there is relation between teamwork and employee's productivity at moderate level, 0,592. The data calculated using a statistic application.

Keywords: correlation, teamwork, employee's productivity

1. Introduction

Interpersonal skills are daily-life traits allow us to communicate and interact with individuals or in groups. Employees with excellent interpersonal skills especially at work, leads to having a good career enhancement. One of interpersonal skills necessary at workplace is teamwork. Teamwork is a process to gather people, ideas, and skills to reach the goal. Teamwork involves team members who trust each other to do whatever is necessary within the established boundaries, where also team members motivate, appreciates, support each other and managing conflict, yet team members shall contribute according to their technical skills, and team members must recognize it; thus, it is an enormous advantage for them [1]. In forming a capable team, it is decisive to cooperate with other teammates, to immense productivity. Employees with higher level of productivity contributes various advantages. Therefore, increasing employee productivity is crucial [2]. In relation with the discussion, Jama (2018), in his research "Teamwork and Employee Productivity in Dahabshil Bank, Mogadishu, Somalia", found out there's major relation between teamwork and employees' productivity, and according to his research, teamwork measurement classified as excessive above average, equal to employees' productivity [3]. Hence, based on the concerns of efficiency, employees' productivity has an actual notion of being an assessment for workers in working groups, since productivity itself is one of the factors that can directly influenced company or organization own profits [4]. Productivity can be defined as the relation between outputs, (like products or services, etc.) with input (such as employees, resources, and cashflow etc.) [5]. Therefore, productivity often called as a key factor in any companies' performance and growth and all the results of productivity and its increase said to improve profitability both for employees and the company growth.

2. Research Method

Quantitative research is a data with numerical or allowed to convert into numbers. Correlation research design implemented in this research. Correlational research is a quantitative technique used to demonstrate the correlations between two or more variables. This research used questionnaire methods with Likert scale. Pilot study is used in this research. A pilot study provides useful insights not only for the researcher's main study, but also for other similar studies; thus, complete information on the feasibility of the study is essential [6]. The research was conducted at PT. Pegadaian Area Makassar 2. This research took month, starting from November to December 2022. The population in this research is PT. Pegadaian Area Makassar 2 employees. The populations consist of 250 employees, whilst for the sample of this research are 40 employees using quota sampling technique. The web base form page was utilized to gather data for this study, and the questionnaire was designed to ask the employees about teamwork and employee's productivity. The questionnaire is an online form using the Likert scale, which teamwork questions developed based from McShane and Glinow (2010) theory about five C's being an effective team member and for employee's productivity question cultivated from Agus in Nurjaman (2014) theory about the productivity dimensions [7].

2.1. Data Analysis

The following procedures were followed to examine the data in this study:

2.1.1. Validity and Reliability Test

Validity used to measure the validity of the questionnaire with Product Moment (Pearson), while for reliability is to testing the consistency of the questionnaire.

2.1.2. Coefficient Determination Test

Coefficient determination only shows the amount of the relationship, not the relation is significant statistically (Enders, 2022). For example, if the coefficient determination shows at 0.774, means the variable X affected by variable Y 77%, while the rest affected by undefined variable by 23%.

2.1.3 Spearman coefficient analysis

Spearman coefficient used to seek the strength of the relation between two variables.

2.1.4 T test to answer the hypothesis

The significance of the correlation between X and Y variables is tested via hypothesis testing. In this research, the authors used the t-test to answer the hypothesis.

3. Results and Discussion

Data collection process using an online form using Microsoft Form and shared the link or URL to the respondents. The question consists 20 questions. After all data collected, the researchers started to processing the data using a statistic application. The results of Spearman correlation and hypothesis testing using t-test can be seen at below.

3.1. Results

Tabel 1. Spearman Correlation
Correlations

Spearman's rho	Teamwork		Teamwork	Employee's Productivity
			1.000	.592**
		Correlation Coefficient		
		Sig. (2-tailed)		.000
		N	40	40
	Employee's Productivity	Correlation Coefficient	.592**	1.000
		Sig. (2-tailed)	.000	
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

T-test

$$\begin{aligned}
 t_{count} &= r \sqrt{\frac{n-2}{1-r^2}} \\
 t_{count} &= 0,592 \sqrt{\frac{40-2}{1-(0,592)^2}} \\
 t_{count} &= 0,592 \sqrt{\frac{38}{1-0,350}} \\
 t_{count} &= 0,592 \sqrt{\frac{38}{0,650}} \\
 t_{count} &= 0,592 \sqrt{58,46} \\
 t_{count} &= 0,592 \times 7,64 \\
 t_{count} &= 4,522
 \end{aligned}$$

Figure 1. T-test

3.2. Discussion

The table above shown the Spearman Correlation was 0.592 or moderate level. It can conclude that the grade of relationship of the two variables is moderate. According to equation above, $t_{count} = 4,522$, this shows that t_{count} was grander than t_{table} ($4,522 > 1,686$). Where $\alpha = 0.05$, $n = 40$, df is $40-2 = 38$. The t_{table} is 1,686. It can conclude H_0 are being rejected and H_1 are accepted, means there is a relation between teamwork and employee's productivity. As Wardani (2018), found out there are significant relation between teamwork and employee's productivity, indicates if teamwork is solid, thus the productivity is arise. Similar with Anggraeni and Saragih (2019) found out the employee's productivity at PT. PLN is at good category, so does the teamwork and she conclude teamwork has an effect and is significantly related to employee's productivity. This theory is supported by this research found out there is relation between teamwork and employee's productivity yet in moderate level [8]. Teamwork helps the employee to become more productive, as Prasetyo (2022) through his observation, there is a problem in employee's productivity by showing the waning in company results due to teamwork and work effectiveness is not in line with the procedures determined by the company [9]. Therefore, teamwork is important for employee's productivity. Supported by other research, Ningsih and Rohwiyati (2021) revealed there is relation or effect of teamwork between employee's productivity, by having a responsibility to complete the work

together, contribute and exert the maximum ability possessed by each employee in building cooperation to complete work tasks has an impact on better employee productivity [10].

4. Conclusion

Based on the conclusions of this debate, it is conceivable to conclude that there is a significant correlation between teamwork as an X variable and employee productivity as a Y variable. The correlation is moderate, according to the calculation using spearman. H₀, or the Null Hypothesis, was rejected, whereas H₁, or the Alternative Hypothesis, was accepted. The correlation between the two variables falls into two categories:

- 1) Teamwork helps the employee to become more productive
- 2) The correlation of teamwork and employee's productivity

5. References

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