

Chapter 5

Framework to Analyse the Different Factors to Collaborate the Work and Team Relations

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ABSTRACT

Collaboration has played a crucial role in the advancement, progress, and continuation of humankind. According to studies, companies benefit more from cooperation than from employees working alone. Most people agree that working as a team is the best way to get things done. On a more individual level, teamwork is beneficial because it satisfies needs like social connection and attachment. There is a lot of evidence showing that teams are more productive, but many managers still don't do anything to foster collaboration. The study's authors looked at gender disparities

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in self-awareness and how collaborative preferences vary by ethnicity. An online survey with 33 questions was sent out to 225 people from all around the United States (n = 119 females, n = 106 men). Participants were conveniently recruited using social media platforms such as Facebook, Instagram, WhatsApp, emails, and snowball sampling.

1. INTRODUCTION

Collaborating with others has always been an innate human tendency, whether for the sake of accomplishing a common objective, overcoming adversity, expanding one's knowledge base, enhancing one's abilities, or just ensuring one's own survival. One of the most prominent and crucial workplace arrangements of the modern era is teamwork. Most people agree that employed as a team is the best way to get things done (Singh, G 2022). Numerous shifts have occurred in the Collaborating with others has always been an innate human tendency, whether for the sake of accomplishing a common objective, overcoming adversity, expanding one's knowledge base, enhancing one's abilities, or just ensuring one's own survival (Sivakumar, S., 2022). In the modern workplace, teamwork has emerged as a prominent and crucial feature. There have been enormous changes in the character of work and organisational systems in the last century (Agustian, K., 2023) Numerous research on the efficacy of teams have been carried out in the last several decades. Nevertheless, organisations encounter several obstacles as a result of their ongoing transformation in today's competitive and interconnected market (Gurrieri, L., 2023). We still don't completely understand how teams operate, and many issues persist on what it takes for companies to build high-performing teams (Agostinelli, S., 2003). Multicultural teams also have a lot to teach us about the modern, globally integrated economy (Zucker, L. G., 2002). Furthermore, there is a lot to discover about the ancillary systems that are required to oversee this task arrangement. To achieve their objectives and maintain a competitive edge, many organisations' workforces are using various sorts of teams, including action teams, service teams, project teams, and production teams. Research on the topic of collaboration has shown many positive outcomes, both for businesses and their employees (Van Der Vegt, 2015). Employee relations, technical and interpersonal skills, work-life balance, job happiness, performance, organisational effectiveness, and adaptability are all positively impacted by cooperation. Additionally, teamwork promotes social support, fosters collaboration, and adds excitement and difficulty to work (Carbon, S. 2018). Supervisors and managers are starting to realise that teams produce better outcomes than individuals. One of the reasons why work teams have grown in popularity is because of this (Frenk, J., 2010). It is being speculated that collaboration is gradually

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