



THE IMPACT ON WORKPLACE PERFORMANCE TEAMWORK

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Abstract

In terms of psychological and Physiological capability on job Requirements and There is two Types of Requirements, Capabilities and Requirements One of Increasing, and lowering Other Capabilities and Requirements. When the control decreases teamwork, Conflicts arise Between members; feel a lack of Employees When recognition, understanding and support from leaders who have Psychiatric Disorders Appear Particularly large Influence on the individual. Many activities at work and poor relationship with the supervisor has to workplace issues related stressors That causes the entire team working CAN, anxiety or depression as biggest fan. Emotional Problems Causing the team members Themselves, Absence through Illness requiring medical Consultations eventually leading to malfunction among the team.

Key words:

Stress, team,
teamwork,
pustules sheet

JEL Codes:

O15, M20

1. Introduction

Team members need a job so interesting, working appropriate conditions and the chance to feel valuable. Stressful situations on teamwork have direct effects on work performance team. Failure to recognize the contribution to organizational success lead to overheating limit baths, absenteeism, low productivity, inefficient decision making etc. Digestive difficulties, headaches and high blood pressure lead to unplanned absences of can team members. Woven absences can affect the entire inefficiency and low productivity creates team. Chronic diseases and health problems and stop them often ruin people from being able to meet ITS obligations. It is very important to outline the balance among work team between responsibilities at work and healthcare to members. In case of illness of a member is necessary to outline strategies to overcome stress levels do not that affect the whole team working. A suitable schedule of stress management in most of can help Situations. Individuals need a certain level of stress make life more interesting that, but the optimal level of stress varies from individual to individual, but must be controlled as much as possible in order not to affect the whole team. Focus on the task of means the ability to select and direct the mental energy to reach that goal and is the process of excitation and inhibition reduced needs, defined the central nervous system of the field. This arises from stimuli in the same reaction control region of the brain, in the long period of time. When stress occurs within the work team, members

concentration decreases There is a risk and the team does not meet that the objectives set.

2. Stress and performance in teamwork

The decision-making process of can have direct effects stress affecting the whole team. May decrease dtrress and increased productive thinking distracting thoughts to load. Practice teamwork involving Individuals working together, employees in certain fields, which must cooperate mutually corroborating interrelated activities in order to achieve common goals and Objectives for the group members.

Increase and decrease the can teamwork stress in the working group, depending on the methods Used to create group and [Coke T., Griffiths, A.C. Barlow - 2003]

Under pressure stress decisions affected person can make a successful negotiation where are unfavorable and each side is winning something. Mobbing as stress factor is negative and negotiation. Therefore, in many cases negotiation as part of the work performance can be stress manufacturer.

Nowadays, stress is given more attention. Stress is the result of poor conditions of work and contemporary lifestyle, the number of people affected by organizational stress and stress is constantly increasing injuries.

Although negative effects on unemployment Has mental states sometimes have a job "inappropriate" and can create stressful Situations. Increasing the number of people under stress due to "the variety of

negative factors of the environment, emotional states, physical and cognitive sensations" (Barley, 1992). After Cooper, stress is the result of the ever-changing modern society, the traditional bonds of community, family, neighbors and friends is not so intense. All this is a strong correlation with much heavier and heavier work tasks, with job Insecurity, the change in the relationship between man - woman at work, higher pressure, a more dynamic lifestyle materialism and growth in industrial and post-industrial societies. The most stressful jobs have included many changes those and that.

Stress occurs when the position is underestimated or organization concerned that may affect is the perception of individual or collective perception of stress.

Stress factor can be considered any element in the workplace or organizational environment, requiring adaptation of the employee year. One of the biggest sources of organizational stress has coworkers. We are talking about whether the relationship between employees in the vertical or horizontal, the biggest problems by interpersonal conflicts possess. Other examples of stressors at work are: the rollers and function of the employee, work overload, organizational constraints, violence and harassment at work, inadequate control and work-family conflict.

The job description is the set of information used by the employer to define functions within the organization. The content of this sheet can be a stressor by ambiguity, lack of reward for work performance, lack of opportunity to make complaints of workplace etc. to also appear they can excessive responsibility and authority limited, low possibility to make decisions, opportunity to use or lack of personal skills. Where the duties of the job description are not consistent with the Interests and aspirations of the employee's personal, organizational stress is inevitable. Employment often not presents information on the Responsibilities of the job description, which will be transformed into stress later.

Work overload is the amount of work that year employee must perform in a given period of time. Stress is due to inadequate allocation of often needed time to complete the task. On the other hand, the distribution of a small number of activities lead to the emergence can also of stress. In this case, the dissatisfaction is caused an by boredom, the feeling of "not useful" because too few activities make a person feel worthless can, or capabilities that are not exploited to the full.

Interpersonal conflict can be caused an interaction is not always socially by a source of satisfaction and

personal fulfillment. This has connections interactions with other people at work and has a negative manifestation. Can be stress caused an uncooperative managers by managers who do not provide or support his subordinates. It can be also caused by work colleagues or subordinates. Given that anxiety is year on emotional states anticipating problems and challenges of the future, interpersonal conflict at work employees who, I can spend more time thinking about the effects of possible conflicts past and worrying about the future conflicts before they happen. This adversely affects the employee's psychological state, ii needlessly wasted work time, making it less efficient and less productive at work.

Organizational constraints offered by the company is employee performance conditions that may curved at full capacity, such as post information on STIs work, budget support and other forms of support materials necessary time and resources, and help from others necessary services, preparing to carry out the working environment, program activities, transportation, etc. Authority related to the job description can be stress caused an also by the possibility of provoking small errors or can mistakes which in turn created the mess, unpleasant or working dangerous conditions, excessive violence, threats or mobbing. The consequences can be dissatisfaction at work, frustration or anxiety.

Violence and harassment in the workplace occur if aggressive form of management causes psychological violence; mobbing and harassment forms, causing severe damage to health and physical and verbal abuse suffered employees.

Perceived control is reflected in human desire verification environment, job autonomy reflected in employment and participation in decisions relating to carrying out including those and STI own activities and details of the timeline.

Work-family conflict occurs because it is impossible to separate almost personal life and working life, especially in contemporary lifestyle. First overtime decreases time spent with family, and on the other hand, employees must take decisions often on loyalty to family, to the requirements arising from work. Work-family conflict has categories: work-life conflict based family-work conflict time based on time-based work-life conflict and conflict effort family-based service effort. Work-family conflict occurs requirements When work interferes with family of responsibilities, family-work conflict arises family responsibilities when interfere with workplace requirements. Time-based conflict occurs if the time requirements in the field, fulfilling complicated responsibilities elsewhere, based on effort and conflict

occurs in one area affects the when stressors its responsibilities In another area.

Uncertainty workplace is a very current issue nowadays is assaulted by when we the effects of the financial crisis. The number of companies is growing dismissing their employees. It is debatable which of cause - respectively stressful work or unemployment - creates a higher level of stress and dissatisfaction. Employees must notify its organizations as much information about the merger and acquisition of, to reduce anxiety, restlessness, doubts and uncertainty about the work. Layoffs cause health problems both mentally and physically of punch. Depression and loss of self-esteem is just some of them.

Emotional labor is faced with demands caused an emotional by the employee at work. Emotional requirements refer to the obligation to make negative emotions or obligation to suppress the true emotional state to obtain the expected results of the organization. An example of the position of might be employment in the tobacco industry by the person smoking and the consequential completely smoke-free is.

Changes may be in the form of restructuring, merger, acquisition, increase or reduction in the number of employees, expansion, cutting costs, changes in the workplace - whether the person has changed only office or the entire job. Nowadays, the changes are very frequent in the business. People frequently changing work making and even professional orientation. Stress not only felt will be when changing from a performance to a less good job. Even if making a change on its own initiative (voluntary) to move That will make his life better (Such as getting a better job post or relocate the house in a more attractive place - if personal factors), stress is inevitable. The changes were not made voluntarily, obviously creates those and imposed stress levels and higher.

At work, the changes is usually required, the ITS not be made at discretion. In this case, the employee has not consulted on this change Gene Rally before it is real. Therefore feel that the change "is not good results," That "They could do that much better" but that "Were not allowed to get Involved" etc.

3. CONCLUSIONS AND RECOMMENDATIONS

It is important for people to have a job That Would fulfill That Perform work requiring optimum effort and Opportunities to Develop Employees have creative Ability, to have autonomy and Ability to exercise control over His work, to have satisfactory income, appropriate rewards, not to be physical and mental adversely Affected in functioning, to be Offered support for

children and elderly employees, and not least, to have respect for fellow workers.

Also can organizational stress occur if the job position seems to be worthless, unappreciated or respected, not only of the organization but also the society in which we live.

Another cause of organizational stress can be found in the recent changes in the way work and lifestyle.

Unfortunately, there has employers who still think stress is derived from the personal exclusively lives of employees. Even if they are able to identify stress factors provocateurs within their organization, they do not admit and deny reality want to.

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