TRENDS IN TEAMWORK

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Abstract   *The consumer is sensitive to quality issues, so ITS particularly prompt response to quality is. Quality of products aimed at energy, especially biological value and hygienic That cannot be directly value perceived by the consumer. Therefore economic activity is based on profit, professionalism, upstream and downstream perfect credibility of the Undertakings Involved. Free movement of goods within the European Single Market opens a new food business sector perspective, but at the same time raises many new issues of quality, especially in terms of hygiene and health. Quality assurance of supply chain supposes numerous checkpoints with proving how it is performed and meet quality standards.*

Key words:
Team work, group
cohesion culture

JEL Codes:

M12, M20, O15, J23

1. Introduction

Adapting organizations in the dynamic environment of change is one of the constant concerns of today's managers, in order to maintain efficiency of the organization, teamwork, and especially increase its performance. In most cases, adaptation requires organizational development organization by improving strategy, organizational structure, to increase the efficiency of activities. As a result of globalization processes in the economic field the focus is on teamwork efficiency and effectiveness rather than the individual. These organizations are structured around team work - "groups of individuals working together with a common purpose" - and address current realities companies of any size as business purpose is not just local. Most human labor is done in teams, not an individual one, and if you look closely at the facts alleged individual will find that they are actually the result of a whole team effort.

2. Main aspects of teamwork

Within an organization, team potential can be exploited only if the organization's leaders understand the importance of the working group can only work where the emphasis is on teamwork.

Ideal solution for managing an organization's organizational chart is given by summing up "n" functional work teams arranged hierarchically is shown in Figure 1.

Figure 1. Organization as a sum of "n" teams
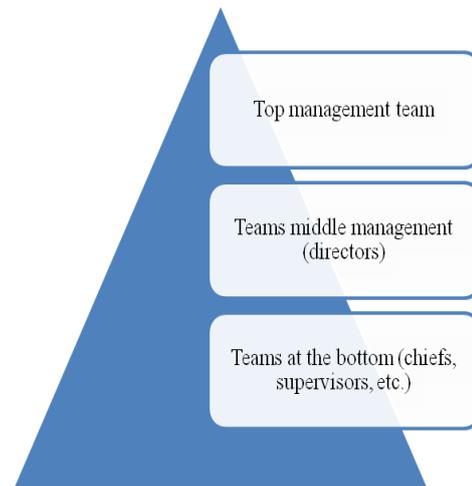
Organization as a sum of "n" teams

In practice, each department is regarded as an effective team, which is headed by the department manager with a permanent, shall meet in weekly short and has clear objectives.

P. Drucker argues that this type of team should be low, i.e. consisting of 7-9 members, each having a precise position in the group structure but, if necessary,

every member of it encloses the other when circumstances require [Drucker PF, 1999]

The main aspects of teamwork are related to communication, common goals, cohesion, fairness, autonomy, leadership and quality. Communication involves the exchange of information between individuals and can be done both verbally and non-verbally. Common goals are the guidelines and motivation for action, practical commitment to common goals form the working team. Its uniformity and cohesion of the group is determined by the sum of all factors that lead team members to stay. Cohesion has positive effects for the team, providing social support and trust, but also has negative effects that trend toward uniformity. Equity refers to how rewards and punishments are distributed in a team and how members can participate in decision making. Autonomy refers to the interdependence of the team and its members on how the team can influence their work and how decisions are made and how the team member can act independently. Leadership, unlike management, is linked to the process of change and therefore becoming increasingly important given that the environment is increasingly volatile and competitive. The leader is the one who sets the strategic direction of the organization, develop and implement strategy. Aspects of teamwork create many advantages and benefits accepted by all, namely:

– Increase employee motivation. Teamwork keep employees involved in what I usually find it more attractive work, social needs are met, individuals work better with others;
– Increasing productivity. Teams have the potential to create a positive synergy;
– Increased job satisfaction. Employees need affiliation and teamwork can help by increasing interactions between members, to satisfy their needs;
– Commitment to achieve the objectives. The team encourages individual goals transformation objectives of the group;
– Improving communication. Teams addictive interpersonal require members to interact considerably more than when working alone;
– Developing skills. Implementation teamwork is almost always accompanied by the development of personal skills related to work: technical skills, decision making and interpersonal;
– Organizational flexibility. The teams focus more on processes than on functions, skills increases organizational flexibility.

Effects of teamwork for organizations are:
• labor productivity growth;
• improving the quality;
• low overheads;
• improving morale individuals.

Because the environment is constantly changing, the leader is the agent that promotes change within the organization. Organizational culture orientation towards results and high performance is achieved in close contact with individuals working group meeting with achieving their sense of satisfaction with the induction of a certain loyalty from them. For the success of such a culture, group members should be treated with respect and encouraged to take initiative in everything they do. It is necessary for managers to establish reasonable standards and clear enough autonomy to give subordinates to excel. As the structure while certain values to which the company, these values provide a guide working group behavior and provides a common direction effort in daily work. Socialization group members is part of the organizational culture derived from relationships formal / informal constructed while working within teams, reflecting the homogeneity and unity in the strategy of the company. Socialization practices in the workplace or outside are extremely important for new individuals in the structure of the various teams. Leadership roles are varied: the visionary and strategist, administrator, conductor organizational culture, working group leader, procurement and allocation of resources, training of skills and abilities, setting tasks, mentor, etc.

The relationship between leadership and teams' reflection is given by team leaders or leaders create the vision and guidance it offers team members and trust. Teams are always looking for an advantage. To be successful a team needs talent, labor, technology, efficiency, but the difference between the two teams is given by their leader because:

- Individuals determine potential team;
- Preparing the work ethic leads the team;
- View team determines the direction;
- Management determines the success of the team.

Teams are always reflection of their leaders. Also, organizational culture and management attitudes and behavior shaping leaders and members of the working group. In direct connection with defining business mission, strategies applied by it daily practices that use every day, is the specific culture of an organization's business management. Depending on the history and specific approach to issues faced and the leadership and management practices applied, any company formed its own culture of management time.

Organizational culture can be equated with organizational climate as this also understand the mood and values that define the daily life of a society seen as a distinct entity by another entity like it. Cultural diversity is a challenge for the organization, and in that case managers can not rule explosion subcultures. Organizational culture is achieved through philosophy and mentality organization focused on risk acceptance and trust and preference for action. It may be that members of the organization to associate their efforts to put into practice solutions through adaptability and creativity. Therefore leadership is seen both as an individual characteristic of a person and as a decisive condition of the company culture. Therefore the task of leaders is to form a community, to give direction and meaning to the group of individuals in order to achieve common goals. The organization develops only when leaders fail to transmit values and they are accepted and endorsed by all members of the working group as the best course of action and thought. Create and maintain an organizational culture and management in society is a matter of leadership that stems founders and successors later. Therefore, the organization values must be essentially those of senior managers. Strategic management guides the company's activity is strongly influenced by the organizational culture and therefore managers will constantly monitor the cultural values to be processed and displayed by a large number of work teams, regardless of hierarchical level.

3. Conclusions and recommendations

Organizational values are at the heart of organizational culture and offer some alternative action while others are eliminated, and therefore the life of the organization is modeled continuously. The team's work involved when they feel they are part of the organization and the functioning of the organization will determine the personal needs of individuals. In the current context of market globalization, the rapid growth of unprecedented competition, the role of leaders and managers is becoming more important because they are the people who need to create and implement a vision desolate successful organization and strategies policies conducive to the development of society.

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