

TEAM WORK-THE FORMULA FOR SUCCESS

The birth of the employee engagement movement that we have witnessed in the last decade has brought to the foreground the important role of human motivation in shaping organizational performance. Organizations are now convinced beyond doubt that the presence of motivational factors can shape successful organizations.



Without good understanding and cooperation it would be difficult to make the teamwork a success. We are too individualistic that makes viability with fellow workers a difficult task. This could be due to jealousy or mistrust. The culture of teamwork should be nurtured in every

individual and encouraging to reach out to other. People come out with ideas and suggestions where they are likely to be heard and where persons are treated as equal partners within the group.

Global mergers and acquisitions, global hiring, global collaborations and partnerships have all failed or succeeded not because of the quality of the deal or the IP (Intellectual Property) but, because of their success in being culturally attuned. Using a convergence of psychology, sociology and anthropology, a new body of knowledge has emerged in the last 30 years to understand this lot better. Organizations and individuals can become a lot more culturally intelligent by understanding and using this body of knowledge.

Shivanandini.N I Semester MBA (BU).