



Covid 19: Changes occurred in employee's teamwork-A brief review

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Abstract

The COVID-19 crisis has unfolded with tremendous speed and is affecting labor markets in unprecedented ways. Although employment losses are widespread, they need been substantially larger in lower-paying occupations and industries. Individuals from disadvantaged groups, such as younger workers, those with lower levels of education, and women, have suffered with larger increases in job losses and larger decreases in hiring rates. Many employees have been required to take immediate action to change their work styles under the direction of their organization without much preparation. Many workers report greater fear, worry, and psychological stress. The disease has entirely changed the working landscape for millions of employees across the world. Colleagues, which were mostly co-located and often literally within arm's reach of one another has been forced to disperse across various locations. As vaccines roll out across the globe, businesses are eager to move forward in a post-pandemic world, but business and workers cannot simply return to business as usual as before. This paper is a significant step forward to understand about the changes occurred in employee's teamwork due to Covid -19.

Keywords: teamwork, employees, colleagues

Introduction

The COVID-19 crisis has made shockwaves through industries and economies, but perhaps its greatest impact has been the human one, namely fear and uncertainty. This mainly happen because we have a very new routine, one in which everyone who can must suddenly work from home. The primary method of communication going digital for many organizations, the personal feelings of human beings have become difficult to emulate in virtual environments. The employees are feeling confused and left in the dark about the important decisions shall made at the top management from their respective organizations. Covid pandemic has caused massive dislocation mainly to small businesses and its employees. Companies are considering the possibility of establishing a dedicated cross-functional format to work in this period. The cross-functional team developed should coordinate the activities of different business units, monitor and provide the necessary information to senior management team to make further communication with employees, consumers, and stakeholders. The companies should develop an effective process of management decision making under this scenario. It may take the form of video collaboration or other online communication methods of conversations which removes a certain element of body language, and can make socialization a more rigid and awkward affair. Businesses who had not previously engaged in remote working practices are likely to have identified their areas of improvement and weaknesses. The pandemic may have shown that working remotely is a possibility, it is likely that further advancement in remote working is still required before it where considered a viable and permanent option for companies. As majority of companies shift to remote work and the problem to tackle data security concerns, gives new opportunities in software development and engineering. Covid impact on employee's teamwork is a crucial

challenge that every business organization is facing and is not been explored well. The primary focus of this paper is therefore to fill the gap by assessing the changes occurred in employees teamwork due to covid-19.

Objectives

- To study about the need of teamwork in an organization.
- To study about the impact of covid-19 on employees team work.

Methodology

This study is based on the analysis of the secondary data published in the magazines and websites.

Literature Review

Fay, D *et al* (2015) ^[1]. A crucial fact to consider under consideration in teamwork is that numerous organizations have adopted work teams as an organizational structure, which, if implemented properly, enables efficient work processes. Andreas Widmann. *et al* (2016) ^[2]. With reference to the social nature of innovation processes, work teams is been expected to contribute to the event of innovations. Teams that engage in learning behaviors are more strongly engaged in innovative work behavior than other teams. Among all learning behavior in teams, the foremost consistent patterns where found for sharing information. Hamada Fawzy Abuzid & Muzaffar Abbas (2017) ^[3]. Establishes the importance of team skills and provides various care in team formation so that the member can perform effectively within the team. James H. Dulebohn & Julia E. Hoch (2017) ^[4]. Virtual teams are work arrangements where team members has geographically dispersed, have limited face-to-face contact, and work interdependently with transmission media to realize common goals. Business leaders rethink the way to structure

the organization into a network of collaborating teams. Virtual work gives organizations the power to extend speed, expand expertise, and access strategic opportunities for better meet customer demands with less expense. Shouvik Sanyal & Mohammed Wamique Hisam (2018) ^[6]. Teamwork where found to be the foremost significant experimental variable having the most significant impact on performance, followed by trust among team members, effective leadership within the team and proper system of performance appraisal and rewards. Van Steenberg, E. F. *et al* (2018) ^[7]. New ways of working were beneficial in reducing mental demands and workload and did not harm the relationships with supervisor and coworkers. Christina N. Lacerenza. *et al* (2018) ^[5]. Team building is an intervention designed to foster improvement within a team, providing individuals for a closely involvement in the task with the strategies and knowledge needed to unravel their own problems. M. Apoorva (2019) ^[8]. Teamwork is important to reduce the workload to work more efficiently and quickly in a company. The consequences of teamwork on organization are that they will increase efficiency, the power to specialize in different minds on an equivalent problem, and mutual support. Akkermans, J., Richardson, J., & Kraimer, M. () ^[9]. Covid-19 pandemic been consider as a career shock, which will have a serious impact on people's work and careers. They argued that the impact would be the consequence of a dynamic interplay between contextual and individual factors, which can differ for people across career and life stages. Beneria, A., Arnedo, M., Contreras, S. *et al.* () ^[10] The unique nature of intense working relationships requires not only technical skills but also non-technical competencies related mainly to leadership, communication, and situation awareness. Barret Michalec & Gerri Lamb () ^[11]. In crises, teams may require greater flexibility and to be ready to adapt rapidly to changes, unexpected events and new developments while maintaining specialize in and dealing toward the common goals. Breuer *et al* () ^[12]. Virtual teams in contrary to traditional ones got to work on a distance, often in several time zones, and across organizational boundaries by means of a variety of digital technologies. Diab-Bahman, R. & Al-Enzi, A () ^[13]. Old working conditions have to be reviewed in which the overall sentiment was almost equally split on the efficiency of current working conditions as compared to old working conditions, yet the bulk was enjoying the flexible conditions. Eduardo Salas. *et al* (). Considering the workplace, atmosphere and leadership attitudes, group of employees in tight-knit units can perform their work dutifully and safely if they are properly engaged and motivated. Feitosa, Jennifer, and Eduardo Salas () ^[14]. To watch team trust, managers need to concentrate to how team members are connecting, responding one another, and more importantly maintaining their shared tasks. Joel B. Carnevale & Isabella Hatak () ^[16]. Perhaps one among the foremost salient HRM challenges stemming from the COVID-19 pandemic involves adjusting new and current employees to drastically altered work conditions, like shifting to remote work environments or implementing new workplace policies and procedures to limit human contact. Stoverink, A. C. *et al* (). Proposed a model of team resilience supported the conservation of resources theory that provides additional insights into why certain teams were ready to continue interacting effectively despite it being exposes to the inherent stressors of the pandemic.

Team Work

The movement towards teamwork was mainly due to the Hawthorne studies, a group of studies conducted within the 1920s and 1930s that shows the importance of teamwork during the business. After organizations identified the importance of teamwork and its need on their companies, entire fields of labor where shifted from the standard production line to the contemporary high Performance organizational model. Organizations works better when employees know one another and may build strong relationships within the company. Organizations form teams to accomplish tasks that are overlarge or complex for a private to finish. Today in every modern organizations there is a growing emphasis on employees on not just to try to finish their job but also to contribute to the business success. In modern business the stress, where placed on employees to contribute to the positive perpetuation of the business through the event of professional and work related skills. The team culture of recent business today places more emphasis on the power to work effectively within a team environment. The most aim of making teams in organizations is to supply a framework, which will increase the power of employees to participate in business forecasting, planning, problem solving, and decision-making for a far better consumer. Serving to satisfy the role of improving organizational effectiveness, it is crucial that teams should become working units that Where focused on their goals. Good team working skills will give employees a chance to move forward in their career too. Team members where inspired by someone with a positive attitude who thinks the company's goals are important. An attitude like this can help to get more opportunities, responsibility, training and promotions over time. People like working with others, they enjoy spending time with others by sharing their ideas each other more and have meaningful relationships within the work.

How Pandemic Changed Team Dynamics

Over the past several months, the Covid-19 pandemic has forced many organizations to shift drastically their business operations to remote locations. As old norms vanished, many new technologies suddenly came to employees work. Many employees have gone remotely, handling consumers and coworkers in a virtual manner. As many employees matched into a world of widespread remote work, many have found success in using videoconferencing as one of the main tool for communication. Many organizations due to pandemic, quickly changes to remote work, and many previous work teams of organizations disappear and new work friendships emerge, which are globally widespread. As many businesses where left with no other option, but was compelled to adapt to the new changing environment, which facilitated them in building a working culture that allows a versatile work arrangements. The viral infection round the world has also provided companies with the inadvertent opportunity to re-evaluate their previous organizational systems and procedures. Organizations are now removing many aged unnecessary steps and adopting a more efficient technological approach. Employers can also prefer to continue maintain social distancing regulations, positioning workstations supported social distancing. Face-to-face regular meetings where reduced to those only considered important and necessary. Generally, all businesses may reduce the amount of employees within the office and their

office footprint generally. Businesses can also consider framing a roster system controlling the amount of employees coming into work on specific days to stop future spread of the virus.

The Five Elements of Successful Teamwork

Effective communication among teams: Effective and efficient communication is the most important part of every organizations teamwork. It involves consistently updating each employee and never assuming that everyone has the same information. Being an honest communicator also means being an honest listener. By listening to the colleagues and superiors, employees show self-respect among each other, which is an essential to build trust in organization.

Delegation of authority: Delegation empowers employees by enabling them to demonstrate their capability to take on new work. The delegation of authority allows for concentration of time on more important activities in an organization. Teams that work together understand the strengths and weaknesses of each team member. Delegating of tasks to the right employee is important, since it allows top managers and leaders to focus on strategic planning as before.

Efficiency of team members: Each team member’s efficiency may vary depending on person. The more the team manager know his team members, the easier it will be

to match the right employees with certain tasks. A strong and cohesive team develops systems that allow team members to collaborate efficiently to complete tasks in a timely manner.

Creative ideas: When teams work together smoothly, they harness the power of diversity and can come up with ideas that no one individual would have come up with on their own. When a team works well together, colleagues feel comfortable by providing suggestions and ideas. Working collaboratively gives all team members a chance to find out from the experiences of others.

Support from each other’s: It is important to support each other in a team so that the team will be successful whenever it comes to reaching its goals. In this regard, members support each other as they collaborate and communicate freely together. Building strong bonds on trust and reliance on each other can be extremely important when the work team is facing a challenge.

Positive Aspects of Teamwork

Working well in a team means working with a group of people to achieve a shared goal or outcome in an effective way. Teamwork is the collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way, the positive aspects of teamwork include:



Fig 1

Managing The Team Remotely

Frequent contact with employees. Improving the contacts in teams can bring many benefits to the organization in the form of increased productivity and loyalty. It can boost the morale of the team Making team managers non-accessible sends the message to lower-level employees that they are not as valuable like other level employees. Keeping frequent contact between different management levels is very crucial.

Provide the right communication tools

Businesses should invest in equipment and infrastructure so that their teams can work successfully from remote

locations. Supplying company laptops, headsets for conferencing or software subscriptions is very important. Business owners may also take effort to subsidize employees’ Internet or mobile data plans to ensure that they have sufficient bandwidth and speed.

Regular communication

Communicate with the employees by possibly organizing a meeting where you can both chat about the needs to be done. Plan ahead of time for any meeting so that all are well prepared to share the information they might have. Meeting in regular intervals, two to three times a week is even better.

Change in expectations of management

The status quo of the world of work is likely to undergo a seismic shift, with workers having grown accustomed to a certain new standard. Top management and leaders have less direct control over remote teams. Business organizations is compelled to adopt a new management style that gives the staff more autonomy.

Strengthen organizational values

Organizations will face challenges in maintaining their company culture and values during this period. Many companies have spent the past several years in building a set of values and culture that specify how much they care for their employees, and how it is important for them to make great lives and experiences for their employees. Organizations should take effort to reinforce these values with employees.

Increase recognition of employees

Employee recognition is the open acknowledgment or praise of employees by their managers for work done. Effective recognition not only motivates the employees, but also serves as a strong signal to other employees about the behaviors they should emulate in the organization. Recognition does not need to be in monetary form, organization can consider Praise from Peers, public acknowledgment, development opportunities and low-cost benefits.

Learn for the future

The future of many work will be a hybrid of online and traditional learning environments, characterized by digital and global connectivity, increasing mobility as well as visual engagement and social connection. The virus attack has forced many businesses to start working remotely that had not before; remote work was already a growing trend. Future Work readiness assessment can enable organizations to priorities investments in physical and digital strategies, for adopting a new workforce models.

Conclusion

The great spread of coronavirus around the world and the resulting responses to keep employees safe has made many organizations to implement rapid changes in their operations. Digital workplace are platforms, which employees have used to varying degrees depending on their individual needs and preferences. The rapid shift to remote work has brought many challenges for organizations. Effective performance measurement, management, and accountability are always a challenge. We envisage that even though most modern communication and software tools are available for remote work team communication and group work, the office work environment generally enables an increased development of social bonds, which is necessary for effective teamwork and eliminates distractions faced in the remote environment.

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