

IMPACT OF TEAMWORK, ESPRIT DE CORP, TEAM TRUST ON EMPLOYEE PERFORMANCE IN ROYALINDO EXPODUTA JAKARTA INDONESIA.

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Abstract: This research study analyzes the effect of teamwork, esprit de corps, and team trust on employee performance about the staff members of Royalindo Expoduta Jakarta Indonesia. The research study uses regression and correlation techniques in order to analyze the relationship between Teamwork, esprit de corps and team trust on Employee Performance. Data were collected through a questionnaire which was distributed to 100 respondents of PT Royalindo Jakarta with simple random sampling technique. The result of the study shows that there is a significant positive impact teamwork on employee performance. There is not a significant effect esprit de corps on employee performance and positive effect team trust on performance employee, but from team work, esprit de corps, and team trust as together significant effect on employee performance.

I. INTRODUCTION

Performance of an employee is an individual thing, because each employee has a different ability levels different in their job. The management can measure the employees for their performance based on the performance of each employee. Performance is an action, not events. The action of the performance itself is composed of many components and is not a result that can be seen at that time as well. Basically, the performance is something that is individualized, because each employee has a different ability levels in their job. Performance depends on a combination of ability, effort, and opportunity gained. (Timpe, 1993).

High performance can be achieved because of the trust reciprocity is high among members means that the members believe in integrity, characteristics, and the ability of any other member. To achieve higher performance takes a long time to build, requires trust, and demands careful attention from management. This high performance is influenced also by their teamwork and a sense of solidarity of each co-worker labor productivity grows so high that contribute to the organization or company.

This research is motivated by several phenomena that the performance of employees of PT Royalindo Ekspoduta allegedly not maximized so value companies tend to decline. In general, their work activities carried out individually and has not appeared in a team work is done. Besides a sense of solidarity among employees and has not appeared yet on the company's growing confidence value to them (Amelia, 2017). While the challenge ahead for this company higher, the competition among similar companies increasingly stringent. Therefore, the company must make changes for the better by improving employee performance through improved system teamwork, esprit de corps and team trust.

Recent study shows that employee working within the team can produce more output as compared to individual (Jones, Richard, Paul, Sloane & Peter, 2007). Nowadays, in the new business world, managers are assigning more team projects to employees with opportunities to strengthen their knowledge and develop their skills (Hartenian, 2003). Team's enables people to cooperate, enhance individual skills and provide constructive feedback without any conflict between individuals (Jones et al., 2007). One research study concluded that teamwork is necessary for all types of organization including non-profit organizations (Pfaff & Huddleston, 2003). Team members enhance the skills, knowledge and abilities while working in teams (Froebel & marching ton, 2005). Bacon and Blyton (2006) highlighted the two important factors i.e. self-management team and interpersonal team skills.

The purpose of this study was to measure and describe the influence of teamwork on employee performance; esprit de corps influence on employee performance and influence a team trust the performance of employees at PT Royalindo Eskpoduta Jakarta. In addition to measuring the partial, was also taken measurements simultaneous namely teamwork, esprit de corps and the team trusts jointly conduct employee performance.

II. LITERATURE REVIEW

2.1. Performance Concept

Performance is defined as the record of outcomes produced on a specified job function or activity during a specified time period. Performance on the job as a whole would be equal to the sum (or average) of performance on the critical or essential job functions. The functions have to do with the work which is performed and not with the characteristic of the person performing. (Williams, 2005). High employee's performances lead an organization and have greater opportunities for employees than those who have low performance (Kuvaas, B. (2006).

According Bernandin& Russell (2001) criteria were used to assess the performance of employees is the Quantity of Work which is the amount of work done within a specified period and Quality of Work is the quality of work achieved under the conditions specified and job suitability and Knowledge is the breadth of knowledge about the work and skill. Organizations need highly performance of its employees so that organization can meet their goals and can able to achieve the competitive advantage (Frese, 2002). Employees must believe that in performance appraisals there is great opportunity for them (Kline andSulsky, 2009). Performance is the way through which employees perform their duties and the evaluation is judging the performance of employees (Scott, 2009).Hornqren et al (2002) statetheevaluation of performance from the perspectiveof organization and individualism significant.

2.2. Teamwork Concept

Tracy (2006) found that teamwork is an activity that is managed and carried out a group of people who are members of the organization. The above statement is reinforced Delarue& Paris(2004)that teamwork is a form of group work are to be managed properly. Stephen and Timothy (2008) states that teamwork is a group of individual businesses produce higher performance than the number of individual entries. It is very essential in realizing the unity of a team in order to perform and efficiently is to do a good design team (Griffin 2004). The statement was supported by Burn (2004), which states that the effectiveness of a team or an effective team is a work team whose members collaborate to achieve common goals and have an attitude of mutual support.

2.3. Esprit de corps Concept

Esprit de corps is a belief that the rank and file get from the top which makes them feel they are different from and better than other people and that the organization is more important than the individual" (Houston, 2000).According to (Boyt et al., (2005) and Boyt et al.,(2001),Esprit de corps (EDC) is the intensity and depth of feelings which brings job and fosters support amongst the team members. William et al. (2005) define esprit de corps as the level to which employee obliged to common goal and to one another in the organization. In addition esprit de corps is valued asset among organizational members who do not have formal authority over each other (Homburg et al., 2002).

2.4. Team Trust Concept

A trusted party is presumed to seek to fulfill policies, ethical codes, laws, and promises. Trust does not need to involve belief in the good character or morals of the other party (Sarker et al., 2003).Belief is defined as the willingness of the parties open to the second party based on the belief that both parties fulfill the properties of a competent, open, caring, dependable (Nyhan, 2000). Johnson, (2006) trust is fundamental in establishing and maintaining interpersonal relationships. Trust includes respect each other and accept their differences (Eisenstadt, 2003). Individuals who have high trust tend to be preferred, happier, regarded as the closest person than individuals who have low trust (McEvily et al, 2003).Levin & Cross (2004) states that trust is the basic element for the creation of a good relationship. Hoogendoorn et al. (2009) which says that trust depends not only on experience but also involves a relationship with the mental processes which are their cognitive and affective aspects in it. Deutsch, (2006) define trust as a belief in a party will find what they want from the other party is not afraid of what the other party. Belief is a concept that focuses on the future, which gives an assurance that the partners are motivated to not switch the context of an exchange with another party (Gurviez and Korchia, 2003).

2.5. Conceptual framework

1. Effect Teamwork on employee performance.

Teamwork is a precise organizational measure that shows many different features in all type of organizations including non-profit (Mulika, 2010). One research study concluded that the good manager is the one who assigns the responsibilities to his/her employee in a form of group or team in order to take maximum output from employees and teamwork is a strategy that has a potential to improve the performance of individuals and organizations, but it needs to be nurtured over time (Ingram, 2000). Conti and Kleiner (2003) reported that teams offer greater participation, challenges and feelings of accomplishment. Hypothesis of the research study is as follows:

H1: Teamwork has significant positive effect on employee performance.

2. Effect Esprit de Corps on employee performance.

Esprit de corps is the key for success in the organization (William, wee-Lim & Cesar, 2005). Another researcher considers esprit de corps as a valuable asset for team members as well as an organization (Homburg, Workman & Jensen, 2002). Researcher further suggested that increase in team spirit will result in better employee performance (Boyt et al. 2001). On the other study was conducted which indicate that esprit de corps has been negatively recognized by physicians (Hwang & Chang, 2009). In the concept of esprit de corps is not much popular. Most of the employees pursue their individual tasks rather than group (Trimizi & Shahzad, 2009). Hypothesis of this research study is as follows:

H2: Esprit de corps has significant positive effect on employee performance

3. Effect Team Trust on Employee Performance.

One research study concluded that trust among the team members develop the unique skills and coordination of individuals (Erdem, Ferda, Ozen & Janset, 2003). Mickan and Rodger (2000) there is positive relationship between the team performance and trust. Trust generates the behavioral basis of teamwork, which results in organizational synergy and better performance of an employee. Organization should transform the trustworthy behavior for measurement into performance appraisal system to promote the organizational values (Erdem et al., 2003). Manz and Neck (2002) high performance teams within the organization exist when there is cooperation and unity exists between members.

H3: Team trust has positive significant effect on employee performance.

4. Effect of teamwork, esprit de corps and team trust on employee performance.

The study empirically the influence of teamwork, esprit de corps and a team of trust associated with the performance of employees has been done like Stella IfeYinwa (2014); Sonal Agarwal; (2016); Mulika (2010). Ingram (2000) observed that a good manager is one who has the responsibility for the formation of teamwork, esprit de corps and team trust among employees, which in turn can improve employee performance. Washer (2006), stating that teamwork, esprit de corps can improve work output. If the employee does not do a good cooperation means that there is no solidarity between them. Likewise, public confidence is not achieved if production or service employees do not either. Therefore, teamwork and esprit de corps is very important in establishing trust.

H4. Teamwork, esprit de Corps and team trust as simultaneous effect on employee performance.

Based on the literature review that has been stated above, the conceptual framework described in the research model as follows:

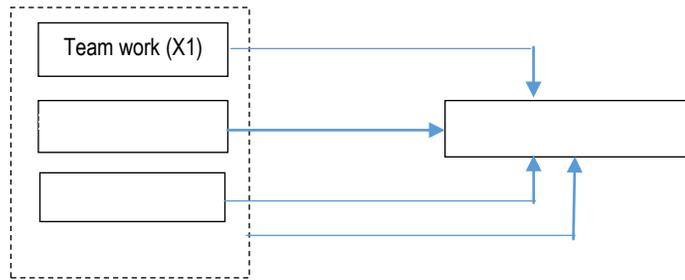


Figure 2.1 the conceptual framework

III. RESEARCH METHOD

3.1. Types of research

In this study the authors used quantitative research, as the data obtained in the form of numbers. From the figures obtained will be analyzed further in the data analysis. This study consisted of four variables, namely teamwork, esprit de corps, team trust as an independent variable and employee performance as the dependent variable. The data source is anything that can provide information about the data. Based on the source, the data can be divided into two, namely primary data and secondary data.

3.2. Population and Sample

The population in this study were all employees of PT Royalindo Ekspoduta Jakarta totaled 300 consists of the Human Resource Development, part of Finance, part designers, Human Relations and information engineering section, as well as parts Marketing. Of the total population of the sample is then taken using the formula Slovin, the results were 97 people as sample. The sampling technique is simple random sampling.

3.3. Data analysis technique.

This study uses multiple linear analysis techniques. Multiple linear regression analysis is a linear relationship between two or more independent variables (X_1, X_2, \dots, X_n) with the dependent variable (Y). This analysis to determine the direction of the relationship between independent variables and the dependent variable whether each independent variable associated positive or negative, and to predict the value of the dependent variable when the independent variables increase or decrease.

IV. RESEARCH RESULT AND DISCUSION

4.1. Description Data Research

Based on research that has been done, the data obtained about teamwork, esprit de corps, and team trust to employee performance. The data is then analyzed to obtain conclusions that begins with the characteristics of the respondents as follows:

Table 4.1. Respondents Characterizes

No	Information	Total	Percentage (%)
1	Gender		
	Male	52	52,95
	female	48	47,05
	Total	100	100
2.	Age		
	< 20 years	49	48.03
	21-25 years	51	51.97
	Total	100	100

Base on Table 4.1 show that the majority of respondents' gender is male -Eighteen that is equal to 52, 95% and the rest of women is 47, 05%. The majority of men as the hallmark of the company Royalindo is not knowing

the time and requires a strong force in the implementation so that the male employees become the backbone of the company. While the female labor geared to manage administration such as finance, human resources and public relations section. Age of majority respondents aged less than 20 years as many as 49 people (48, 03%), and between 21 -25 years as many 51 people (51, 97%). Employees who are less than 20 years old is a junior employee who is still less than the senior. However, in practice a senior geared to guide those who are still juniors in carrying out operations both in the field and in the office.

4.2. Hypothesis Test Results

4.2.1 Testing the hypothesis partially and simultaneously.

To determine which variables are significant effect partially tested by using statistical regression coefficient t test. Determination of test results (acceptance / rejection of H0) can be done by comparing t arithmetic with t-table, or also can be seen from the value of its significance, while simultaneously by comparing the count with ftable. Results of testing the hypothesis partially and simultaneously using SPSS are as follows:

Table 4.3 Hypothesis test

Influence among variables	F / t-table	F / t-count	Loading	Information
Team work -> Employee Performance	2.44691	15.317	0.224	Significant
Esprit de Corps → Employee Performance	2.44691	0,911	0.091	Non-Significant
Team Trust → Employee Performance	2.44691	14.341	0.724	Significant
Teamwork, Esprit de Corps and Team Trust → Employee performance.	30,84	167,793	0.981	Significant

Based on Table 4.3 above is known t-count value of 15.317. When compared to the t-table value by 2, 44691 then obtained t count much larger than t-table. So Ho rejected. Thus it can be concluded that the variable teamwork significant influence on employee performance.

Based on the known output value amounted to 0.911 t-test. When compared to the t-table value by 2, 44691 then obtained t count is much smaller than t-table. So Ho accepted. Thus it can be concluded that the esprit de corps no significant influence on employee performance.

Based on Table 4.3 above the known value of t-test of 14 341. When compared to the t-table value by 2, 44691 then obtained t count much larger than t-table. So Ho rejected. It can be concluded that the team trusts variables significantly influence employee performance.

With Comparison results $167.793 > 30, 84$ (F-count > F-table) so Ho rejected. It can be concluded that simultaneous independent variables (teamwork, esprit de corps and team trust) has a very significant influence on the dependent variable (employee performance).

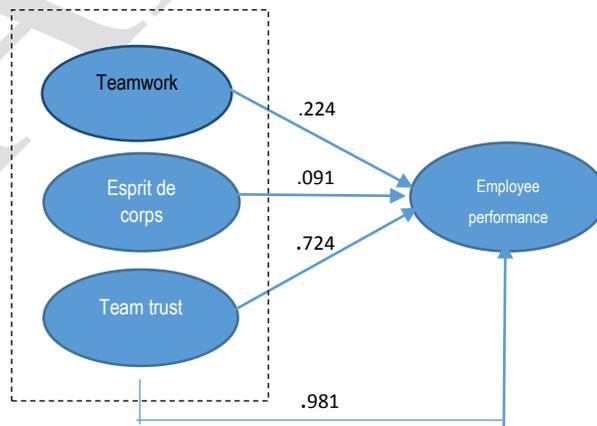


Figure 4.1. Research model

V. CONCLUSION

Based on the research that has been stated above, it can be concluded that the performance of employees at PT Royalindo Jakarta is related to team work, but is unrelated to the esprit de corps. Employee performance is also related as simultaneous between teamwork, esprit de corps and the team trusts can improve employee performance with either.

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