

## **The impact on performance workplace teamwork**

**Duță (Ghită) Nicoleta Mihaela, PhD Student**  
*University Valahia of Târgoviște,*  
*Doctoral School of Economic and Humanities,*  
*Email: ghita\_mihaela03@yahoo.com*

**Abstract:** *Psychologically and physiologically on the capability and job requirements there are two types of requirements, one to increase the capabilities and requirements, and other requirements and lowering capabilities. Decreases when control of teamwork, conflicts arise between members; When employees feel the lack of recognition, understanding and support from the leaders of psychiatric disorders appear to have a particularly large influence on the individual. Many activities in the workplace and weak relationship with the supervisor are stressors related to workplace issues that can cause the entire team working, such as anxiety or depression. Team members causing emotional problems, in turn, absence through illness requiring medical consultations leading ultimately to failures among the team.*

**Key Words:** teamwork, performance in teamwork, organizations, effects of stress

**JEL Classification:** M12, J53.

### **Introduction**

Stress at work leads to a form of organizational behaviour that affect the entire workgroup and increase the risk of cancer according to the table (such as smoking, excessive alcohol consumption, etc.).

Symptoms of stress at work can take the form of the following changes: the arrival of regular work absenteeism, from punctuality to delay the seriousness in working to negligence, the positive attitude of the negative attitude of openness to changes resistance to change from cooperation to hostility from fatigue freshness. Managers and group leaders should seek and observe these changes and be alert to signs of excess stress, both for them personally and for other employees, co-workers.

### **Effects of stress on bodily functions**

	Normal. (relaxed)	Under pressure.	Stress (acute)	Stress (chronic)
Brain.	Normal cerebral blood flow.	Increased cerebral blood flow.	Clear thinking.	Headaches, tremors, tics.

Mental state.	Happiness	Seriousness.	High level of concentrate on.	Anxiety, loss of sense of humour.
Saliva.	Normal.	Reduced.	Reduced.	Dry mouth, feeling "sore throat".
Muscles.	Normal blood flow.	Increased blood flow.	Improved muscle performance.	Tension and muscle pain.
Card (heart).	Heart rate and blood pressure normal.	Increased heart rate and blood pressure.	Good card activity.	Hypertension and chest pain.
Lungs.	Normal respiratory rate.	Increased respiratory rate.	Good respiratory activity.	Asthma.
The stomach.	Normal gastric secretion.	Increased gastric secretion.	Digestion low.	Gastric ulcer.
The large intestine (colon).	Normal bowel activity.	Accelerated intestinal motility (diarrheal).	Diarrheal.	Abdominal pain and diarrheal.
Bladder.	Normal activity.	Micturition (urination) frequency.	Frequent urination because nerve stimulation increased.	Frequent urination, diarrheal symptoms post (men).
Sexual organs.	Men: Normal Women: e.g. normal menstruation.	Male impotence. Women: irregular menstruation	Male impotence. Women: irregular menstruation.	Male impotence. Women: irregular menstruation.
Integument (skin).	No lesions.	Dry skin.	Dry skin.	Dry skin and rash.
Blood biochemistry.	The consumption of oxygen, glucose and fats are normal.	The consumption of oxygen, glucose and fats in the blood - increased.	Is immediately available more energy.	Rapid fatigue.

*Sursa: Blaug R., Kenyon A., Lekhi R., Stress at Work, The work foundation, London, 2007.*

The study conducted by the University of Manchester England of 1,600 individuals of which 50% are employed, shows that people who are poorly paid work performed and those remunerated appropriately presents back pain. The study shows that the difference between those employed and those not employed accusing the back pain is almost insignificant. Those who are unhappy with their status of employment are twice as dissatisfied and stressed, compared to those who do not have a job. Employees dissatisfied with their remuneration, compared to others, calling several times to your doctor or miss work.

### **Stress and performance in teamwork.**

Team member's work need an interesting job, the working conditions and the chance to feel valuable. Stressful situations on teamwork have a direct effect on the performance of teamwork. Not recognizing the contribution to organizational success result in exceeding the limit thermals, absenteeism, low productivity, inefficient decision-making, etc.

Digestive difficulties, headaches and hypertension can lead to unplanned absences of the team members. These absences can affect the entire team creating inefficiency and low productivity. Medical problems and chronic diseases often distract his people and stop them from being able to meet its obligations.

It is very important to outline a balance among teamwork between responsibilities at work and medical care to members. In case of illness of a member, it is necessary to outline strategies to overcome stress levels and does not affect the entire work team. A suitable program of stress management can help in most situations. Individuals need a certain level of stress that make their lives more interesting, but the optimal level of stress varies from individual to individual, but must be controlled as far as possible in order not to affect the whole team.

Focusing on the task means the ability to select and direct mental energy in achieving the objective and is the process of excitation and inhibition reduced needs, the limited field of central nervous system. This arises from the reaction to control stimuli in the same brain region, in a long period. When stress occurs within the teamwork, concentration and decreases the risk is that members do not meet team objectives.

The decision-making process stress can have direct effects affecting the whole team. Stress can be productive and to grow away thinking distracting thoughts to the task. Practice teamwork involving individuals working together, employees in certain fields, which must cooperate mutually corroborating interdependent activities in order to achieve common goals and objectives for the group members.

Teamwork can increase and decrease the level of stress in the working group, according to the group's creation and the methods applied.

Under pressure stress, the affected person can make decisions unfavourable and a successful negotiation is one where each party win something. Mobbing, as a stressor, and negotiation is negative. Therefore, in many cases negotiation as part of the work performance can be producing stress.

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

Even if unemployment has negative effects on mental state sometimes have a job, "inadequate" could cause more stressful. Increasing number of people are we stressed due to "the variety of negative factors of the environment, of the emotional, physical and cognitive sensations".

After Cooper, stress is the result of modern society changing, the traditional bonds of community, family, neighbours and friends are not so we intense. All this is a strong correlation with the workload much heavier and heavier, with job insecurity, the change in the relationship between man - woman at work, higher pressure, a lifestyle much more dynamic and growth materialism in industrial societies and post - industrial. Most stressful jobs are those that include many changes.

Stress occurs when the position of the organization is underestimated or is not we respected, can affect individual or collective perception of stress.

Stressor can be we considered any item of work or organizational environment, which requires an adaptation of the employee. One of the biggest sources of organizational stress are co-workers. Whether we are talking about a relationship between employees in the vertical or horizontal, the biggest problems posed by interpersonal conflicts. Other examples of stressors at work are the role and function of the employee, work overload, organizational constraints, violence and harassment in the workplace, inadequate control and work-life 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 stress factor by ambiguity, lack of reward for work performance, lack possibility to make complaints to grievances at work etc. There may also be excessive responsibility and authority limited, low probability to make decisions, or lack of opportunity to use personal skills. In cases where the duties of the job fila are not consistent with the interests and aspirations of the employee's personal, organizational stress is inevitable. Employment often not present information on the duties of the job, which will later be we transformed into stress.

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

Overtime can cause diseases and adverse psychological changes, such as anxiety or frustration, overgrowth of adrenaline and other catecholamine's. The study done on quality of life at work published by the Chartered Management Institute in 2011 shows that 91% of managers work daily overtime, work weekends and overtime being the only way to fulfil all obligations site work. Unfortunately, often this move is part of the culture. On the other hand, many employees feel that "the last to leave the office" will lead to increased

professional credibility, making them more eligible to obtain material advantages or professional. The same study shows that a weekly average employee wastes 7:00.

The study of quality of life at work conducted in 2011 by the Institute of management concluded that most managers consider that overtime without resulting formidable but, at the same time, are necessary for their career.

Interpersonal conflict can be we caused by social interaction that is not always a source of satisfaction and personal fulfilment. These connections are interactions with other people at work and have a negative manifestation. Uncooperative managers or managers who provide support to their subordinates can cause stress. It can also be we caused by work colleagues, or even by subordinates. Given that anxiety is an emotional state on anticipating problems and challenges of the future, employees who interpersonal conflict at work can waste a lot of time thinking about the possible effects of conflicts past and worrying about the future conflicts before they happen. This negatively influences the psychological state of the employee, needlessly wasting his time working, making it less efficient and less productive at work.

Organizational constraints represent conditions provided by the company that can stop the employee from its full capacity performance, such as: information related to his post jobs, budget support and other forms of support necessary time resources and materials necessary services needed and help from others, preparing to carry out the work environment, program activities, transport authority related to job etc. Stress can also be we caused by challenge and opportunity of small errors, or errors, which in turn can create a mess, unpleasant or dangerous working conditions, excessive violence, threats or mobbing. The consequences can be at work dissatisfaction, 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 workers suffering physical and verbal abuse.

Perceived control expression in human desire verification environment, reflected in job autonomy employment and participation in decision-making, including on carrying out their activities and details of the timeline.

Family conflict occurs because the service is almost impossible to separate work life from your personal life, especially in contemporary lifestyles. On the one hand, it reduces overtime with the family; on the other hand, employees must often take decisions on loyalty to family, to the requirements arising from work.

Family conflicts service categories are: family conflict based on service time, conflict-based service for family conflict Work-family conflict based on effort and family effort-based service. Work-family conflict occurs when the requirements of work interferes with family responsibilities, family-work conflict arises when family responsibilities interfere with the requirements of the job.

Time-based conflict occurs when the requirements of time in an area complicates fulfilling responsibilities elsewhere, and the conflict based on effort occurs when stressors affect the responsibilities of a field to another field.

Uncertainty workplace is a very topical theme nowadays when the effects of the financial crisis assault us. The number of companies that dismiss employees is growing. It is debatable which of causes - namely stressful work or unemployment - creates a higher level of stress and dissatisfaction.

Organizations need to communicate as much information to their employees on merger and Acquisition Company, to reduce anxiety, anguish, doubt and uncertainty in the workplace. Layoffs cause health problems both mentally and physically. Depression and loss of self-esteem are just some of them.

Emotional labour is we generated by the emotional demands that the employee faces at work. Emotional demands refer to the obligation to experiencing negative emotions or obligation to suppress the true emotional state, to achieve the results expected by the organization. An example might be a position of employment in the tobacco industry by a person smoking and consequently is completely smoke-free.

Changes can be in the form of restructuring, merger, acquisition, decrease or increase the number of employees, expansion, cutting costs, changes in the workplace - whether the person has just changed the whole office job. Nowadays, the changes are very frequent in the business.

## **Conclusions**

Workplace changes are usually imposed are not made of their choice. In this case, employees are generally not we consulted about this change before it can be real. Therefore, feel that the change "is not giving good results", that "the one thing they could do much better", but that "s are not allowed to be involved", etc.

Organizational stress can also occur if the job position seems to be worthless, unappreciated or not respected, not only 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 are still employers who believe that stress originates exclusively from the personal lives of employees.

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