



## QUALITY OF LIFE AND TEAM EFFECTIVENESS – A STUDY ON EMPLOYEES ENGAGED IN PRIVATE SECTOR ORGANIZATION

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**ABSTRACT** The aim of the present investigation is to study the quality of life and team effectiveness of the employees engaged in private sector organization. Accordingly, a group of 60 employees (30 male and 30 female) belonging to Kolkata City were selected as sample. A General Information Schedule, Quality of Life Scale and Team Effectiveness Scale were used as tools in this investigation. Both qualitative and quantitative analyses were done. Findings revealed that quality of life and team effectiveness as expressed by the female employees were found to be comparatively better than that of the male employees. Significant difference was observed between the male and female group of employees in terms of dependability and sharing. No significant difference was observed in case of cooperation. Congenial work environment, interactive team work, informal relations with the co-workers, providing challenging tasks, addressing grievances, satisfying the needs and demands of the employees are some of the strategies that can be implemented by the organization to improve the quality of life and the team effectiveness in the near future.

**KEYWORDS :** Quality of life, Team effectiveness and Private sector organization

### INTRODUCTION

An organization is a structure or machinery manned by group of individuals who are working together towards a common goal. Organization is the foundation upon which the whole structure of management is built. It is related with developing a framework where the total work is divided into manageable components in order to facilitate the achievement of objectives or goals. The term quality of life means degree of excellence of one's life that contributes to the person and benefits the society at large. It is important for growth, employment and sustainable economy to provide competence, development, lifelong learning, equality and influence. It is designed to create a productive, positive, constructive and flexible work experience and it is profitable in the long run for both the employee and employer. On the other hand, a team is two or more individuals in an organization with common goals. Cohen and Bailey (1997) categorized team effectiveness into three categories : performance, attitudes and behaviours. Success of organizations and the overall production of knowledge depend to a large extent on the effectiveness of teams (Wuchty et al., 2007). Teams provide diversity in knowledge, attitudes, skills, experience, whose integration makes it possible to offer rapid, flexible and innovative responses to problems and challenges, promoting performance and improving the satisfaction of those making up the team (Salas et al., 2009). Role played by members' perceptions of organizational support has found them to have a positive influence on the potency of teams, even though this relationship is mediated by group process. (Kennedy et al. 2009). Team responses are complex bottom-up phenomena that emerge over time from individual cognition, affect, behaviour and interactions among members within the team context (Kozlowski & Klein, 2000). There are six dimensions which affect one's evaluations, viz., focus of attention, values used, research instrument used, guiding purposes, standpoint adopted and theoretical framework employed (Gasper, 2010). Besides this, over the last forty years, teams have come to be considered as a central element in the functioning of organizations. Series of studies reported that there is positive relation between team-based working and the quality of products and services offered by an organization (Gibson et al. 2007). Considering the above, the present investigation has been defined to study the quality of life and team effectiveness of the employees engaged in private sector organizations across Kolkata

### OBJECTIVES

1. To study the quality of life of the employees engaged in private sector organizations.
2. To study the team effectiveness of the employees engaged in private sector organizations.

### HYPOTHESES

**Hypothesis – I :** Quality of life of the employees engaged in private sector organizations is differentially associated with gender difference.

**Hypothesis – II:** Team effectiveness of the employees engaged in private sector organizations is differentially associated with gender difference.

**Hypothesis – III :** There is positive correlation between quality of life and team effectiveness.

### SAMPLE

A group of 60 employees (30 male and 30 female) engaged in private sector organizations were selected as sample in this investigation. The pertinent characteristics of the subjects are as follows :

- i) **Age :** 35 to 45 years
- ii) **Educational qualification :** At least Graduate
- iii) **Duration of service :** At least five years

### TOOLS USED

1. General Information Schedule : It consists of items, viz., name, address, age, gender, educational qualification, duration of service etc.
2. Quality of Life Scale : It consists of 20 statements answerable in a five-point scale from strongly agree to strongly disagree where high score indicates better quality of life and vice-versa. The reliability value is 0.87
3. Team Effectiveness Scale : It consists of 20 statements answerable in a five-point scale from always to never where high score indicates high team effectiveness and vice-versa. The reliability value is 0.91

### Administration, Scoring And Statistical Treatment :

The General Information Schedule, Quality of Life Scale and Team Effectiveness Scale were administered to the selected group of subjects by giving proper instruction. Data were collected and properly scrutinized. Scoring was done with the help of standard scoring key. Tabulation was done for each group and each test separately. Comparison was made by applying t-test. Correlation was done between quality of life and team effectiveness.

### RESULTS AND INTERPRETATION

The general characteristics data inserted in Table – 1 reveals the characteristic features of the subjects under study.

**Table – 1 General characteristic features of the subjects**

General	Male	(N=30)	Female	(N=30)
Characteristics	f	%	f	%
26 -35 years	15	50.00	15	50.00
36-45 years	15	50.00	15	50.00
Graduate	15	50.00	15	50.00
Post-graduate	15	50.00	15	50.00
1-5 yrs service	15	50.00	15	50.00
6- 10yrs service	15	50.00	15	50.00

Data inserted in Table – 2 reveals the comparative picture between the male and female group of employees engaged in private sector organization in terms of quality of life. Overall findings revealed that female group expressed better quality of life than that of the male group. Good interactions with others, high level of aspirations, financial independence, peace in mind, feel secure in life, feel calm and relaxed are the main reasons behind the difference between the two groups, although both the group expressed good quality of life in the existing condition. On the contrary, both the group expressed they don't have time to know new things, unable to maintain hobbies and also unable to keep themselves in good health. When comparison was made between the two groups, significant difference was observed. Thus, the **Hypothesis – I which postulates, “Quality of life of the employees engaged in private sector organizations is differentially associated with gender difference” – is accepted in this investigation.**

**Table – 2 : Comparison between the male and female group of employees in terms of Quality of Life**

Quality of Life	Male (N=30)		Female (N=30)		t-value
	Mean	S.D.	Mean	S.D.	
Life	76.93	9.12	83.00	8.26	2.69*

Score range : 20 – 100, \* p<0.01

High score indicates high quality of life and vice-versa

Comparison was also made between the male and female group of employees engaged in private sector organization in terms of team effectiveness. Here also team effectiveness is comparatively better among the female employees than that of the male employees. Significant difference was observed between the two groups in case of dependability, sharing and overall team effectiveness but no significant difference was observed in case of cooperation. Analysis of data reveals that high level of trust on each other; consensus decision and positive attitude are the main difference between the two groups considering the factor dependability. Further it can be said that both male and female group of employees cooperate each other to carry out a task, even if the task is challenging. On the contrary, male employees were found to have an unfavourable attitude as they feel people are possessive about their territory or information they possess within the organization. Thus the **Hypothesis – II which postulates, “Team effectiveness of the employees engaged in private sector organizations is differentially associated with gender difference” – is accepted for dependability, sharing, and overall team effectiveness and is rejected for cooperation.**

**Table – 3 : Comparison between the male and female group of employees in terms of team effectiveness**

Team Effectiveness	Male (N=30)		Female (N=30)		t-value
	Mean	S.D.	Mean	S.D.	
Dependability	20.20	4.11	34.53	3.44	14.63**
Cooperation	37.17	8.52	39.50	4.64	1.31*
Sharing	2.33	1.24	3.90	0.80	6.21**
Overall	60.13	12.04	78.27	5.89	7.40**

Score range : Dependability 8 – 40, Cooperation 11 – 55, Sharing 1 – 5 and Overall 20 – 100, \* Difference is insignificant, \*\* p<0.01

High score indicates high team effectiveness and vice-versa.

Data inserted in Table – 4 reveals positive correlation between quality of life and team effectiveness. **The Hypothesis – III, which states, “There is positive correlation between quality of life and team effectiveness” – is accepted in this investigation.**

**Table – 4: Correlation between quality of life and team effectiveness**

Correlation between	Value of r and significance level
Quality of life and team effectiveness	0.67* Significance at 0.01 level

**CONCLUDING REMARKS**

In conclusion it can be said that both quality of life and team effectiveness as expressed by female employees is comparatively better than that of the male employees engaged in private sector organization. Female employees were found to be happy with their work and also good interaction with others. On the contrary, male employees sometimes felt that their needs are not satisfied, they don't have time for their hobbies and to learn new things. High levels of

quality of life may lead to better team effectiveness or vice-versa. Female employees possess comparatively higher levels of quality of life showed better team effectiveness, on the contrary, male employees who showed moderate levels of quality of life showed comparatively less team effectiveness. Care should be taken for them. Congenial work environment, more interactive team work, more informal relations with the co-workers, providing challenging tasks, addressing the grievances, more congenial employer-employee relationships, supporting employee participation in the decision making process are some of the strategies that can be employed by the organization to improve the quality of life and team effectiveness among the employees.

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