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TEAM WORK AND THE ACHIEVEMENT OF ORGANISATIONAL GOALS IN SELECTED COMPANIES IN LAGOS NIGERIA.

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Abstract: - The study looked at determining the influence to teamwork towards achievement of organizational goals, a case of selected organizations in Lagos, Nigeria.

The main purpose of the study was to establish the influence of teamwork towards achievement of organization goals in selected organization in Lagos, Nigeria.

The required data was collected from various organizations in Lagos Nigeria, through questionnaire guides for primary data and secondary data being the library, internet and analyzed using SPSS.

The study was conducted through descriptive survey and correlation research design, quantitative approach with a questionnaire and includes 100 respondents from selected manufacturing companies in Lagos, Nigeria.

The key findings of the study reveal that; there is a strong relationship between the workers and the teamwork in their organization, the roles of team work in organization are very significant to achievement of organization goals, the level of team development in most of the organization is high, many of the respondent were not decided on this matter, most organizations do not offer rewards to its members employees who participate and promote team work for the achievement of organizational goals, team work is seen as an important tool in realization of organization's goals and effectiveness, some organizations which do not carry out team work may not be able to attain their organizational goals to meet their minimum expectations, there is a very high relationship between teams and organizational goals, among others.

The study therefore recommends that; the organizational goal by sensitizing its employee's members to always consider it as a source of achieving set organizational goals; and also, the organizations should also consider offering rewards to those identified persons in promoting realization of organizational goals as a result of team work.

Keyword: Teamwork, organizational Goals, Lagos, Nigeria.

Introduction: Team work is a group of people working together to achieve a common objectives such as customer satisfaction. The growing consensus is that teams are the best way to integrate tasks, information, maximize competence, manage performance, manage

resource, promote employment quality management (Keneth Iysons 2006)

Organization goals are the immediate or ultimate objectives that employees are trying to accomplish from their work effort (Mc Shane, 2000)

Group of individuals from various organization functions who are brought together to achieve clear, worthwhile, and compelling goals that could not be reached without a team. Teaming leverages organizational resources while utilizing the expertise of team member's development (brain Farringdon 2006)

Teams and formed to achieve stated organizational goals. Team's performance depends on how the is achieve. This goal is the task for which the team is formed. Therefore for a team to be efficient and effective we must understand different tasks that team have to perform in order to achieve started organization goal.

Teamwork is often a crucial part of a business, as it is often necessary for colleagues to work well together, trying their best any circumstance. Teamwork means that people will try to cooperate, using their individual skill and providing constructive feedback, despite any personal conflict between individuals.

Statement of the problem: The existence of teams in organization is said to have improve performance. However, it is evident that teams have led to distraction of organizational activities, Caused strikes, industrial unrest and so on which lead to decline in performance and in some instances leads to the collapse of organization.

So there is a poor achievement of organizational goals cause by in adequate of teamwork and poor management, so this study focused on the

relationship between teamwork and organization goals.

With the above mentioned problems, solutions have been taken especially of strikes by use of police to keep law and order, increasing salaries of team members in order to motivate them, improving working condition, although such solutions have been taken up the problem has persisted which have made the researcher to research about it.

Purposes of the Study: The purpose of the study is to establish the influence of teamwork towards achievement of organization goals.

Research Objectives

General objective: To determine the influence of teamwork toward the achievement of organizational goals in selected companies in Lagos-Nigeria.

Specific objectives:
1. To determine the demographic characteristics of the respondents in terms of: age, gender, level of education.
2. To identify roles of teams in organization.
3. To identify the level of team development in organization.
4. To recommend on relevance's of goals and effectiveness for mangers.
5. To determine the relationship between teams and organizational goals.

Research Questions
1. What are roles of teams in organization?
2. Identify the levels of teams in organization?
3. Assess the relevance of goals in development goals
4. What is the relationship between teams and organization goals:

Scope

Geographical Scope: The study will be conducted in selected medium-sized organization in Lagos, Nigeria.

Content scope: The study intends to examine the influence of teamwork towards the achievement of organizational goals and to correlate if there is a significant relationship.

It will be conducted on officials in same selected medium-sized organization in Lagos, Nigeria in 2015 – 2016

Theoretical scope: Teamwork Theory was guided this study by Tuchman's (2009)

Time scope: This study was carried out between January 2010 up to January 2015 and covered a study range 2009 – 2011

Significance of the study: The study will enhance organization with the ability to handle and maintain teamwork and its impact on organization goals.

The study will also help interested individuals to join and work in time in order to improve organization.

It will aid researchers who wish to carry out further research in the related field which has not ventured under this study

Literature Review: Concepts, Ideas, Opinions from Authors/Experts

The concept of team work: Team work is group of two or more people who interact and influence each other; they are mutually accountable for achieving common objectives and perceive themselves as asocial entity within an organization. (Steven L and Mary Ann.)

Team is a small number of people with complementary skills who are committed to a common purpose, set of performance goals and approach for which they hold themselves mutually accountable. (Balunywa 2003)

Team is a collected of individuals who are independent in their tasks, share responsibilities for the outcomes, see themselves as system for business unit or the corporation and their relationship across organization boundaries (Guzza and Dickson)

Team work activities: A challenge for leaders of groups of people, such as in a work department, is to get everyone to pull together and function as a team instead of going in separate directions. One way to foster teamwork is to engage the members in activities that require them to work together. Activities can be physical in nature or require the use of team brain power to solve a problem. Fun activities such as sports or games can allow the team members to relax and enjoy working with one another (Guzza and Dickson)

- **Social Activities**: Part of the challenge of developing teamwork is to get team members to become comfortable with each other. Informal social activities allow the team members to relax and have fun while developing the rapport necessary to function as a unit. Example of social activities include team sports such as volleyball or bowling or a group picnic, where everyone is responsible for a task such as bring food or planning a game.

- **Charitable Endeavors:** Working together for a charitable cause builds teamwork and gives the participants a good feeling from working together. An example of a team charitable activity is planning and organizing an event like a walk or run to raise money or a bake sale that promotes a cause.

- **Workplace Activities:** Because teamwork is important to a productive and healthy work environment, teamwork activities should be a part of the workplace possible activities include job swapping, where workers swap jobs with each other to develop empathy. It also requires workers to help each other to learn the jobs. Another idea is to start a team newsletter that provides the latest information on activities and accomplishments of team members.

- **Project**: project requires that team members work together to achieve a common goal. Project can involve activities like putting puzzles together or cleaning up or rebuilding a property. Project typical involve assigning each team member a specific task that he is responsible for completing, with helps to develop trust within the team.

- **Outdoor Activities:** If members of the team are relatively fit, outdoor activities are a way for the team to get away for the "normal" environment. Activities such as camping, hiking, mountain biking or whitewater rafting allow the team members to relax

while enjoying the fresh air, and the sense of being "away from it all" can lead lead to bonding within the team.

Team cohesiveness: In general team, a group is said to be in a state of cohesion when its members possess bond linking them to one another and to the group as a whole.

According to Festinger, Schachter, and Back (1950), group cohesion was believed to develop from a field of binding social forces that act on members to stay in the group. Groups that possess strong unifying forces typically stick together over time whereas groups that lack such bound between members usually disintegrate.

According to Mc Shane and Von Glinow (2000), team cohesiveness; is the degree of attraction that people feel toward the team and their motivation to remains members.

Cohesiveness is a characteristic of team that reflects no so mush the unity of the group as it reflects the resistance to leave it.

The survival instinct, even suppressed by social norms, will still make you less efficient if you do not like your work environment and the people you work with (social loafing – nest post) A clue about the fact that a team member feels that he/she is part of the team is the fact that in conversation it is used "we" instead of "I".

Fact forest that keep team members together are: Positive – rewards

Negative – what you looses if you leave

Factors that influence cohesiveness are:

- Similarity of team member in gender, age, values, etc.
- Success and the professionalism of every employee – when task are accomplished things go better for the team.
- External threats of competition – people as specie react well to danger of any kind and work better in putting out the fire

The visible result of a high cohesiveness in a team are an increase motivation for participating in the team activities but also the possibility to better impose on the "black sheep" the social norms agreed by the team. With conformity comes less individuality and more success as a team (Guzza and Dickson)

Types of goals

Official goals: are the formally stated goals the organization says it is trying to achieve official goals are typically written down, and they specify what organization are trying to accomplish, the reason it exist, and the values that underlie its existence. Official goals may be written in an annual report, in a policy manual or distributed to employees at hiring. (Robed Linz. Draft Steer, 1986)

Operative goals: are the outcomes that the organization actually seeks to accomplish through operating polices and actives. Operative goals define what the organization is trying to do – what it has to do-to survive and be successful. Key department must perform a number of different tasks for the organization to survive, and operative goals define the nature and desired outcomes of these tasks. They include market goals, resource goals, innovation goals, production goals, employee development goals among other. (Robed. Linz. draft Steer, 1986)

Operational goals: These define specific behavior and performance objective within the organization. Organization goals are more exact and measurable than operative goals. Operational goals often outline specific objectives for each department and each employee with organization. (Robed. Linz. draft Steer, 1986)

Role of Teams in Organization: Teams are power in changing behaviors, attitudes and values and disciplining members. As noted deviate member may be pressured to adhere to group norms. In addition, group also plays a role in decision making negotiation and bargaining. Thus members with adverse back grounds may bring deferent perspectives to the decision making process hence achieving organization goals (Fyol. Tailor. College, 1996)

Teams influence communication patterns. This communication will differ when it's channeled through one key member or when it flows freely among all group members. One can hardly

consider a number of requires open communication among all members. (Fyol. Tailor. College, 1996).

Teams help in understanding the interaction between leaders and followers as well as interaction among all group members. In short understanding of teams is importance for carrying out managerial function of leading. (Fyol. Tailor. College, 1996).

Effective team interaction also promotes motivation in organization there by enabling it to achieve its goals for instance team members participate in objective sitting of the organization. (Fyol. Tailor. College, 1996).

Teams provide opportunities for promoting self steam through recognition from and acceptance by peers. Labour union is some time formed precisely to wards job security to view member. (Fyol. Tailor. College, 1996).

To promote communication, it may be the give and the take in formal meeting or it can be take it from grapevine aware of what is really going in the firm. (Fyol. Tailor. College, 1996)

Provided social satisfaction for their members of belonging and support for the needs of individual hence there also advantageous to individuals of the organization. (Fyol. Tailor. College, 1996)

Other roles of team effectiveness: Task building roles which includes;

❖ Initiator : Identifies goal for the meeting, including ways to work on those goals. Example the main purpose of this meeting is to solve the problem our client is having with the product.

❖ Information seeker: Ask for clarification of ideals or further information to support an opinion. Example Jane, why do you think and client is using the product incorrectly?

❖ Information giver : Share information and opinions about the team's task and goals. Example let me tell you what some of my clients did to overcome this problem

Features of teams: Common commitment: The common goal of the team is an important feature. All team members must subscribe to the

goal and must be committed to it. (Balunywa, 2005)

Collective performance: The common goal requires collective action and performance to keep the team together and keep it focused like a football team. They must focus on the goal and each member must play his part in the process.

Different skills: Teams are constituted by who have different skills and bring their skill in to achieve a common goal like in a football team, you have defenders, strikers and goal keepers all part of the team working towards the common objective, (Balunywa, 2005)

More than the sum of its parts: Team members as individuals have a value say of 1(one). But when the team is put together, the sum of its parts are greater than the individuals in their parts says 4(four) members on their own equal to 5(five).

Level of team development in an organization

Forming: This is the level at which the team is formed. At this level the goal is started, the task are identified assigned then the rules and regulations regarding conduct and performance of tasks are agreed on since members are new to one another there is anxiety among them and they are not about the expected behavior and depends on the leader to provide the necessary guidance on the acceptable behavior. Members observe one another and start making initial statement in guarded manner. (Balunywa, 2003). At this stage, individual team members have not yet become a team. They are still finding out each other and need to feel included; they seek to know one another's attitudes and backgrounds, and to establish the ground rules. Individuals are also keen to establish their own personal identity in the team and make an impression on their fellow team member; the main issues for the team at this stage are cohesion and involvement.

Storming: As members interact they start seeing different in perception, objectives and how they perform their work conflict develops among individuals and some groups. There may also be a rebellion against leaders and opinions may be

paralyzed. This is a very intricate level for the team and the team may actually fail to develop in to one emerging from this position which requires skills by the leader to put the team on work. Conflict resolution skills are important at this level (Balunywa, 2003).

This is the stage during the formation of the team where most conflict is encountered. It can be a very difficult time within the team, where team members will engage in conflict and test the limits. Individual will bargain with each other as other as they try to sort out what each of them wants from the team process. Individuals will communicate their personal goals and it is at this stage that conflict may prevail when difference in individual goals are revealed. Individuals within the team may resist control and show opposition to other team members. The major issues at this stage are team direction and the management of conflict.

Norming: The team has now agreed on the common goals as the binding factor and work. Conflict is managed, resistance is overcome and the group develops cohesion, there is co-operation among the team and since rules have accepted there is an open exchange of view about the task, the process and behavior of the team member this stage, the leader still requires inter person skills including the ability to communicate management conflict and ability to influence team members judgment skills are also crucial. (Balunywa, 2003).

This is the stage where group norms are established such as the norms of behavior and role allocation. The individuals within the group develop ways of working to forge closer relationships and harmony where mutual trust and respect exist. The team focuses on goals and delivering result. Individuals welcome feedback.

Performance: At this level the interpersonal problems have been minimized and the team is cohesive and performing well and the team is aware of the common goals and how to perform the goals and the different roles of the individual while the team has problems,

as it is inevitable, the methods of resolving then are known and acceptable. (Balunywa, 2003).

This stage is concerned with actually getting on with the task in hand and achieving the overall objectives. The team will probably engage in group thinking and exclude non-team contributors. At this stage, the issues faced are more likely to be concerned with individual performance such as de-motivation. Some teams never reach this point as they are caught up in an earlier stage. (Balunywa, 2003).

Adjourning: In this final stage, the team may disband because they have either completed the task or follow members have left. Before the team disband, they may have reflect on their time together and then prepare to go their own ways. For some team members they may experience feelings of separation and loss.

Coaching can support team formation and it can mean the difference between a successful team achieving its objectives and a team that disbanded before the task was complete.

Causes of team cohesiveness.

Member's similarity. Homogeneous team become cohesive more easily than heterogonous teams feel more cohesive because interacting with like minds reinforces their perspectives of reality and anchors their self identify. More over people, who think alike find easier to agree on team objectives, means to fulfill those objectives and the roles applied to maintain group behavior. (Shane and Glinow, 2000)

The more group members are similar to each other on various characteristics the easier it would be to reach cohesiveness. Following Social Identity Theory, we know that people feel closer to those whom they perceive as similar to themselves in terms of external characteristics (age, ethnicity) or internal ones (values, attitudes). In addition, similar background makes it more likely that members share similar views on various issues, including group objectives, how to communicate and the type of desired leadership. In general, higher agreement among members on group rules and norms results in greater trust and less dysfunctional

conflict. This, in turn, strengthens both emotional and task cohesiveness.

Entry Difficulty: Difficulty entry criteria or procedures to a group tend to present it in more exclusive light. The more elite the group in perceived to be, the more prestigious it is to be a member in that group and consequently, the more motivated member are to belong and stay many years after they graduate.

Team size: similar team tends to be more cohesive than large teams because it's easier for the few people to agree on goals and coordinate work activities. This does not means that its smallest teams are the most cohesive, because not having enough members prevents the team from accomplishing its objectives. Continued failure may undermine the cohesiveness as members being to question the team's ability to satisfy their needs. Thus team's cohesiveness is potentially greatest when teams are small as possible, yet large enough to accomplish the required tasks (Mc Shane and van Glinow, 2000)

Member's interaction: teams tend to be more cohesive when they perform highly in the department tasks, and work under other conditions that enough direct interaction thus raise concerns about cohesiveness. In the wired world of virtual teams and telecommutes. The lack of face interaction makes it difficult for team members to feel a common bond, even when they work effectively over the internet. (Mc Shane and van Glinow, 2000)

Somewhat difficult entry: teams tend to be more cohesive, when it is somehow difficult to become a member, an example of somewhat difficult entry would occur where applicant must pass through several interviews and selection test before being accepted in to the group. (Mc Shane and van Glinow, 2000)

Team success: Cohesiveness increases with the team's level of success. Individuals are some likely to attach their social identity to successful teams than to those with a string of failure. Moreover, teams' members are more likely to believe the group will continue to be successful,

there by fulfilling their personal goals. Team leaders can increase cohesiveness by regularly communicating and celebrating the team success. (Mc Shane and van Glinow, 2000)

External competition and challenge: team cohesiveness increases when members face external competition or a valued objective that is challenging, thus might include the threats from an external competitor or friendly competition from other teams, many corporate leaders try to focus employees on external competitor order to strengthen their collective solidarity. Motorola has discovered that friendly competition among it's total customer satisfaction team improves cohesiveness within the team and boost work performance. (Mc Shane and van Glinow, 2000)

Organization goals: this refers to the desired future state of affairs that the organization attempts to realize. Goals pertain to the future, but they influence current activities. Foals are important because organization is goal attainment device. (R.L.draft and R.M.steer, 1986)

Consequences of Group Cohesion: Group cohesion has been linked to a range of positive and negative consequence. Firstly, of cohesive group to communicate with one another in a more fashion than non-cohesive group, as a result, member of cohesive groups often report highly level of satisfaction and lower of anxiety and tension than members of non-cohesive groups. Secondly, group cohesion has been linked to enhanced group performance in non-laboratory-based group. This bi-directional relationship is strongest when the members of a group are committed to the group's task.

Membership in a cohesive group can also prove problematic for members. As cohesion increases, the internal dynamics (e.g., emotional and social processes) of the group intensify. As a result, people in cohesive groups are confronted with powerful pressure to conform to the group's goals, norms, and decisions. In many instances these pressures to conform are so great that members suffer from groupthink. Individuals who refuse to yield to the ways of

the majority are typically met with additional negative consequences, including hostility, exclusion, and scapegoating. Furthermore, group cohesion can trigger distress and maladaptive behavior in members following changes to the structure of the group (e.g. lost of a member).

Relevance of gaols and effectiveness to manager

Guides to action: organizational goals provides a sense of direction focus on specific target and provides a dear purpose for what the organization is trying to accomplish by directing employee effort towards certain outcomes, goals thus constrain behavior not consistent with the accomplishment of proffered outcomes. At Owens Illinois, for example employees used to be directed towards maintaining a large volume of production. (Draft and Steers, 1986)

Source of motivation and commitment: goal statement describes the organization's mission be employees. Goals describe the purpose and nature of the organization and they serve to facilitate employee's identification with the organization. Goals help to motivate employees by reducing uncertainty and provide incentives. Goals reduce uncertainty by helping employees what they should accomplish, goals provide incentives because rewards such as promotion and salary increase can be linked to the attainment of specific goals which energies the employees in the desired direction. (Draft and Steers, 1986)

Standard of performance: Since goals define outcomes for the organization, they are also criteria of performance goals. Goals provide a standard of assessment following Owen Illinois shift to profit goals, profit performance increased by 30%. Thus during a period when two competitors reported earnings decline of 70% and 60%. Profit becomes the standard of performance, rather than value of market share. Goals can provide the standard of assessment top management, top management to evaluate middle management. (Draft and Steers, 1986)

Legitimacy: goals inform people in the external environment of organization mission and purpose. Goals justify and explain the organization's purpose to the public at large. This is important because an organizations success ultimately derives from its ability to serve in its environment. Goal statement symbolizes and signals what the organization stands for. When the organization is perceived as illegitimate, its survival is threatened. Firms in the tobacco industry have continued to refuse for the legitimacy of selling cigarettes, but declining cigarette sale suggest that these organization may be gradually losing legitimacy. Cigarette manufacturer have acquired other types of business to be certain about hurry-term survival of their firms. (Draft and Steers, 1986).

Rationale for organization structure and decision processes: goals help define the correct firm and structure for the organization. In a rapidly changing environment, managers tend to adopt goals that can meet with a loose, flexible structure. At Owens Illinois, when the profit goals were given priority over volume goals, organizational structures were altered by shutting down certain operating units. On the overhead, if Owen Illinois had adopted goals of more volume or expansion manager would add new departments and plant to the existing structures. Decision process and guidelines are also influenced by goals. Thought decision and goal setting, managers become aware of what the organization is trying to accomplish, they will make their decision so that internal polices, rules, performance, products, expenditures and structure are congruent with desired goals. (Draft and Steers, 1986).

Theoretical prospective

Tuckman's teamwork theory: Tuckman describes working with a team of social psychologists, on behalf of the U.S. navy. The team studied small group behaviour, from several perspectives. In doing so, Tuckman reviewed 50 articles on group development and noticed that there were two features common to these small groups: the interpersonal or group structure, and the task activity. From this he

identified that groups evolved into teams via four common stages.

Firstly an orientation, testing phase which often led to a period characterized by a degree of conflict. This then generally resolved itself, leading to a more socially cohesive phase. Finally, groups settled to a functional phase, during which they focused on role-relatedness. To summarize these four phases, Tuckman coined the oft-quoted terms:"forming," forming" and "performing". Tuckman's teamwork theory is best illustrated on a graph which shows the link between group relationships (the horizontal axis) and task focus (the vertical axis). The optimal or "performing" position is reached when relationships have developed within the group and it has started delivering with a clear focus on the task. However, Tuckman's ideas clearly indicate that it takes time to reach the "performing" stage, and it's normal for these teams to go through ups and downs as they develop relationships

Related Studies

Relationship between teams and organizational goals: The fact that teams pursue common goals and hare collective performance and mutual accountability means, this only possible if the team has interpersonal skills. These include the ability to communicate effectively, manage conflict persuade people to listen actively, accept criticism, position and recognize the interest of others. These skills need to be present but there must be potential to develop them. (Balunywa, 2003).

Employees hold one or more formally prescribed role that guides their task related behavior, such as how to source client or operate a piece of production machinery. These roles also specify what goal people are supposed to achieve and to whom they report. Task performance is partly determined by accurate role perception that is, how well individual. (Steve, 2003).

In order to insure organizational goals, there must be a team work. A successful relationship between teamwork and organizational goals

involves the performance of organization must aware of the importance of teamwork and also the roles of teams in the organization (balunywa 2003).

Methodology

Research design: The study employed a descriptive survey design to determine whether the teamwork influence the achievement of organizational goals

Research population: The research population ware chosen randomly to be 200 from the civil society organization and companies which involve in team work, in variants dramas frames in lags Nigeria, inter-governmental organization (IGOs) such as UNICEF, IREX, NOVIB, UNDP, and NED and beneficiaries such as elders, youth and patents.

Sample Size: The study, the researcher selected 100 from 200 target population; the respondents were drawn from selected organizations.

Sampling procedure

The study used simple random sampling technique. Random sampling technique is a technique that selects a sample without bias.

The study used Sloven formula to select the respondents of the study.

Table 1: Respondents of the Study

Category	Total Population		Sample size	
	Employees	Admin	Employees	Admin
Uni Drug Company	90	10	45	5
Mumin Drug Company	90	10	45	5
Total	**180**	**20**	**90**	**10**
Grand Total	**200**		**100**	

Sampling Design: The method of selecting the sample size was random sampling for the inter-governmental organization (IGOs) non-governmental organization (NGOs), and beneficiaries.

Research Instruments: The questionnaire was consisting of a structured and self administrated

questionnaire of closed questions for the collection of the required data in this study. The questionnaire method was oral questioning of respondents and was equal for managers and the employees of the selected sample.

Data analysis: The researcher was used person's Linear Correlation Coefficient (PPCC) to analyze the relationship between level team work and organizational goals in selected organizations.

A correlation study is a statistical technique that enables the researcher to measure and describe the relationship between the two variables X and Y.

After researcher collects the data, it was store manually in SPSS worksheet and the information was gathered through graphical presentation. Statistical package of social science (SPSS version 16) was used to tabulate and cross tabulate the data. Thereafter, the researcher were interoperated of t the frequency tables and accordingly ware made a summary of findings, conclusions and recommendations.

Limitations of the Study: In view of the following threats to validity, the researcher allowed 0.05 level of significance. Measures are also indicate in order to minimize if not to eradicate the threats to the validity of the findings of this study.

1. Extraneous variables which will be researcher's control such as respondents' honesty, personal biases and uncontrolled setting of the study.
2. Testing: The use of research assistants can bring about inconsistency in the administration of the questionnaires in terms of time of administration, understanding of the items in the questionnaires and explanations given to the respondents. To minimize this threat; the research assistants will be oriented and briefed on the procedures to be done in data collection.
3. Attrition/Mortality. Not all questionnaires maybe returned neither completely answered nor even retrieved back due to circumstances on the part of the respondents such as travels, sickness, hospitalization and refusal/withdrawal to participate. In anticipation to this, the researcher will reserve more respondents by exceeding the minimum sample size. The respondents will also be reminded not to leave any item in the questionnaires unanswered and will be closely followed up as to the data of retrieval.

Summary, Conclusion and Recommendation

Introduction: The chapter specifically portrays a summary of the results of the study based on the findings. The summary relates to the objectives of the study to the findings aforementioned. The conclusions are drawn and the recommendations are also given.

Summary of the Findings

Objective I: In determining the feasible findings of the study, the researcher took into consideration a total number of 100 respondents as the study sample.

Demographically, according to the study findings mores males were involved in the research as compared to the females; most respondents were aged between 31 and 40 years; also, most of the respondents hold a bachelor's degree; with experience of between 6 and 10 years of experience.

Objective II: Determining the Roles of Teams in organization in Lagos-Nigeria: (66 (95%) and 34 (5%) respondents; strongly agreed and agreed respectively), thus no respondent disagreed. The mean score (4.71) indicate that there is a strong relationship between the workers and the teamwork in their organizations.

(70 respondents strongly agreed and the remaining 30 respondents agreed), with a high mean score (mean = 4.75), it is evident that the roles of team work in organizations are very significant to achievement of organizational goals.

Objective III: Identify the Level of team Development in Lagos-Nigeria: 15 respondents strongly agreed, 32 respondents agreed, 22 respondents were undecided, and 11 respondents

disagreed, no respondents strongly disagreed. The mean score of 2.76 is a relatively strong one meaning that the level of team development in most of the organizations is high.

Basing on the explanations on the research instruments, most of the employees / members have designated duties thus no need for team work. Owing to this low mean (mean = 1.93), it is clear that many of the respondents were not decided on this matter.

Most organizations do not offer rewards to its members / employees who participate and promote team work for the achievement of organizational goals (mean = 1.84). Most of the respondents (34) strongly disagreed that the organizations do offer rewards to them when they get involved in team work, (the remaining 44 and 22, disagreed and undecided respectively).

Objective IV: Recommend the Relevancies of Goals and Effectiveness for Managers in organizations: (18 strongly agreed, 377 agreed, 25 were undecided, 20 disagreed, while on respondent strongly disagreed). Basing on the variations in the values and the high mean (mean = 3.54), team work is seen as an important tool in realization of organization's goals and effectiveness.

The level at which the organization realizes attainment of its goals and effectiveness is high with the application of team work, (mean = 4.16). 40 respondents strongly agreed, 34 agreed, while 26 were undecided. 7 respondents strongly agreed, 13 respondents agreed, 38 were undecided, 21 disagreed and also 21 of the respondents strongly disagreed. (Mean = 2.55), this relatively shows that some organizations which do not carry out team work may not be able to attain their organizational goals to meet their minimum expectations.

Considering a very high mean (mean = 4.43), it is clearly evident that most organizations that allow team work enrich some of its employees / members with new skills realized from team partners. (45 respondents strongly agreed, 48

respondents agreed and 7 of the respondents were undecided).

Objective V: To Determine the Relationship between Teams and Organizational Goals: (42 respondents strongly agreed, 49 agreed and 9 were undecided), owing to this and the high mean value (mean =4.4), it is a clear evident that team work has led to realization in achievement of organizational goals. (46 of the respondents strongly agreed, 47 respondents agreed and only 7 was undecided), owing to this respondents values and the precedent high level of the mean score (mean = 4.4.8), it is significantly evident that major organizational goals are as a result of team work amongst the members.

There is a very high relationship between teams and organizational goals, also the relationship between teams and organizational goals is highly significant as many respondents strongly agreed 54 and 38 agreed, 8 undecided (mean = 4.56) for relationship existence and highly significant respectively.

Conclusion: Looking at the study findings while basing on the study objectives, the researcher can conclude the following:

Objective I: Determining the Roles of Teams in Organization in Lagos-Nigeria.: From the research findings, it is prudent for the researcher to conclude that there is a strong relationship between the workers and the teamwork in their organizations.

Also, the research clearly reveals that the roles of team work in organizations are very significant to achievement of organizational goals.

Objective II: Identify the Level of team Development in Lagos-Nigeria.

Basing on the study findings, the researcher can also concludes that the level of team development in most of the organizations is high.

Basing on the explanations on the research instruments, most of the employees / members have designated duties thus no need for team work; it is clear for the researcher to conclude

that many of the respondents were not decided on this matter.

It is also evident from the study findings that a big number of the organizations Lagos-Nigeria do not offer rewards to their employees / members owing to the fact that while they get involved in team work, there is high realization of the organizational goals.

Objective III: Recommend the Relevancies of Goals and Effectiveness for Managers in organizations

Basing on the variations in the values and the high mean (mean = 3.54), team work is seen as an important tool in realization of organization's goals and effectiveness.

The level at which the organization realizes attainment of its goals and effectiveness is high with the application of team work.

Also, some organizations which do not carry out team work may not be able to attain their organizational goals to meet their minimum expectations.

Also, it is clearly evident that most organizations that allow team work enrich some of its employees / members with new skills realized from team partners.

Objective IV: To Determine the Relationship between Teams and Organizational Goals

Basing on the study findings, the researcher concludes that team work has to realization in achievement of organizational goals.

Also the research findings show that major organizational goals are as a result of team work amongst the members.

There is a very high relationship between teams and organizational goals; also the relationship between teams and organizational goals is highly significant as many respondents strongly agreed on the positive relationship between the two variables.

Recommendations: From discussed findings, the following are recommendations to organization in Lagos-Nigeria.

The organizations should emphasize the importance of team work in achieving of organizational goal by sensitizing its employees / members to always consider it as a source of achieving set organizational goals.

The organizations should also consider offering rewards to those identified persons in promoting realization of organizational goals as a result of team work.

Areas for Further Research:
- The Effects of computerization on achievement of organizational goals.
- Effects of employee recruitment on organizational performance.
- Determining the role of media in organizational performance.

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