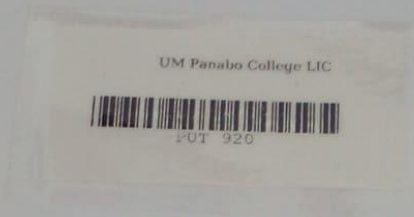


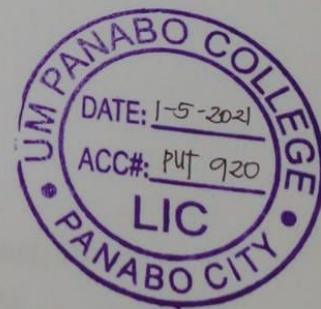
**TEAM EFFECTIVENESS AND PERFORMANCE AMONG THE
EMPLOYEES OF SELECTED MOTORCYCLE
COMPANY IN PANABO CITY**

A Thesis
Presented to
The Faculty of UM Panabo College
Panabo City



In partial fulfillment
Of the requirements for the Course
Of HR Research

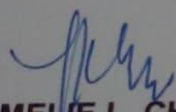
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March 2020

ACCEPTANCE SHEET

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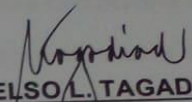
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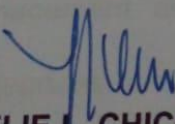
The thesis entitled "**TEAM EFFECTIVENESS AND PERFORMANCE AMONG THE EMPLOYEES OF SELECTED MOTORCYCLE COMPANY IN PANABO CITY**" prepared and submitted by Norman B. Almachar, Mick Francois D. Ayangco and Luz Z. Ongcoy in partial fulfillment of the requirements for the course Business Research (HR324), has been examined, approved and accepted, and is hereby endorsed.

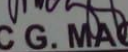

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ABSTRACT

This study aimed to examine the relationship between team effectiveness and performance among the selected employees of Motorcycle Company in Panabo City. The independent variable of the study is team effectiveness with the indicators of *purpose and goals, roles, team processes, team relationships, problem solving, passion and commitment, skills and learning*. The dependent variable of the study is performance with the indicators of *customer satisfaction and turnover intention*. This study applied a descriptive-correlation for sampling one hundred thirty-three selected employees in Motorcycle Company in Panabo City. This study employed survey questionnaires of both variables. Moreover, the statistical tools used in interpretation of data were weighted mean and Pearson-r.

The over-all mean for the level of service management practices is 4.35 with the descriptive equivalent of very high which is indicated by attitude and quality, with the mean of 4.36 and 4.35 respectively while the level of client satisfaction has an over-all mean of 4.34 with the descriptive equivalent of very high. The findings show that there is a significant relationship between Service Management and Client Satisfaction among selected customer in Jong Enterprises.

Keywords: *Team Effectiveness and Performance*

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Foremost to our God who gave power, patience and love to the researchers and made this study a successful one. The researchers were very thankful to everyone.

The Researchers

DEDICATION

This study is whole heartedly dedicated to my beloved mother and brother who have been my source of inspiration and gave me strength when I thought of giving up, who continually provide their moral, spiritual, emotional, and financial support. To our adviser, mentor, friends, and classmates who shared their words of advice and encouragement to finish this study. To the one that I thought that she was the one but once again I was wrong, but I regret nothing because it made me who I am today. And lastly, I dedicated this to the Almighty God, thank you for the guidance, strength, protection and skills and for giving us a healthy life. We couldn't have done this study without all of you.

Norman

This research study is dedicated to my family, friends and love ones and most of all our God almighty. For my loving parents who were never tired of supporting me. My father, Crispin Ayangco, who gave me wisdoms to continue and finish what I started, my mother Lilibeth Ayangco, for providing me moral, emotional and financial support, to my supportive cousin, Aj Dumlao for being my reliable sponsor for my prints, to all the teachers behind this research and to those who supported and help us in the run of making this research. Thank you for a wholehearted participation.

Mick Francois

I dedicate this research study first, to our God Almighty who give me strength, knowledge and wisdom to complete this study and also, for His guidance throughout the making of this project. Second, to my family for showing me unending support financially and encouragement who gave me motivation to do this research. Third, to my respected professors, subject teacher, advisers and panel members for sharing their knowledge and insights to make this study possible. Lastly, to my friends who keep on motivating me and giving their helpful advises that made me believe things will be all done and to those people who offered their help to make this study a success.

Luz

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Chapter 1

THE PROBLEM AND ITS SETTING

Background of the Study

Teams do not always provide the diversity of knowledge, attitudes, skills and experience required to generate an innovative response to challenges or perform according to expectations. Effective teams are a pre-requisite for organizational success. This is why performance of employees became a principal agent to align organizational goals.

In Pakistan, many variables affect the performance of employees in the workplace. These variables include manager's attitude, organizational culture, personal problems, job content and financial rewards. All of these variables have positive impact on the performance of the employees, except for the emotional issues of the employees that hinder the performance of the employees. (Saeed, 2013)

In the Philippines, Business World Online stated that one of the primary concerns of human resource managers is how to address the problem of "non-performing assets," who are usually identified by their perennially "poor performance." In light of the labor laws in the Philippines, which are to be construed in favor of labor, companies will have to take extra caution in dealing with these under-performing employees. HR issues come in different forms, but they all have the potential to disrupt the whole organization if not resolved as soon as possible. (De Guzman, 2019)

In Panabo City, as interviewed by researchers in the motorcycle company, some of the employees has an issue on engagement and dedication of performance due to the quantity of work poor, lateness, absenteeism and timing scheduling. However, employees must be committed to established organizational goal.

Thus, the researchers are motivated to conduct the study to determine if team effectiveness has an effect to performance among the employees of selected motorcycle company in Panabo City conclusively.

Statement of the Problem

This study aimed to determine if team effectiveness affects performance among the employee of selected motorcycle company in Panabo City. Specifically, it sought answers to the following questions:

1. What is the level of team effectiveness among the employees of selected motorcycle company in Panabo City in terms of;
 - 1.1 Purpose and goals;
 - 1.2 Roles;
 - 1.3 Team processes;
 - 1.4 Team relationships;
 - 1.5 Problem solving;
 - 1.6 Passion and commitment; and
 - 1.7 Skills and learning?
2. What is the level of performance among the employees of selected motorcycle company in Panabo City in terms of;

2.1 Customer Satisfaction; and

2.2 Turnover Intention?

3. Is there any significant relationship between team effectiveness and performance?

Hypothesis

The null hypothesis was tested at 0.05 level of significance, which stated that there is no significant relationship between team effectiveness and performance among the employees of selected motorcycle company in Panabo City.

Theoretical and Conceptual Framework

This study is anchored on the theory of Robbins, Judge and Vohra (2011) team effectiveness helps to conflict management which eventually improves employees' performance. So, employees' performance is the ability of the team members to meet the goals and objectiveness of the company. A team is group of people with predetermined purpose of achieving a set of goals through use of collective effort from the sighted indicators namely, purpose and goals, roles, team processes, team relationships, problem solving, passion and commitment, and skills and learning.

This study is further supported by the theory of Beal (2003), who suggested that an organization is committed to supporting the development of its people who are encouraged to improve their own and people's performance. The product of people is in line with the organization's aims and objectives, where employees understand how they contribute to achieving its goals. It means that performance is a principal factor that may affect the

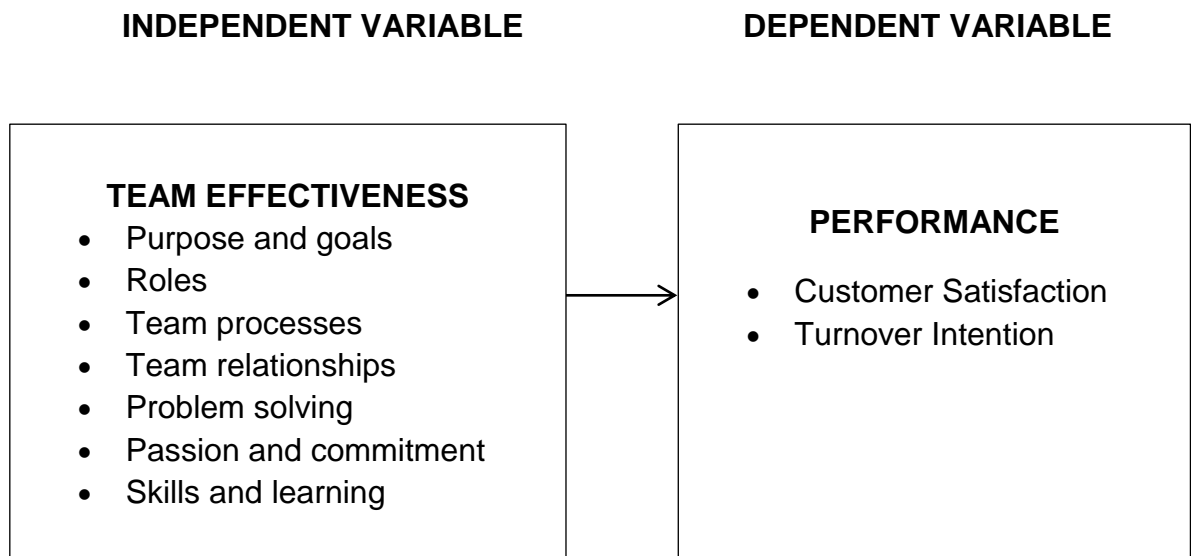


Figure 1. Conceptual Paradigm showing the Variables of the Study

effectiveness level of a team. This can be concluded that employees' performance positively influences the dimensions of team effectiveness.

As shown in Figure 1. The conceptual framework, the independent variable is team effectiveness with the following indicators. *Purpose and goals*, refers to one's intention or objective of a person's ambition or effort for a desired result; *roles*, associated practices, commitments, convictions, and standards as conceptualized by individuals in a social circumstance; *team processes*, group capacities on how individuals work to carry out the mission and objectives of the group; *team relationship*, it is represented by the patterns of interaction, transaction, exchange, and linkage between an organization and its publics; *problem solving*, refers to the process of finding solutions to problems encountered in life, particularly in the workplace; *passion and commitment*, refers to enthusiasm for anything and an instance of being emotionally impelled; and *skills and learning*, refers to the ability and capacity acquired through experience, study, deliberate and sustained effort to smoothly and adaptively carry out complex activities (London leadership academy, N.D).

The dependent variable of the study is performance with the following indicators. *customer satisfaction*, refers the to measure of how products and services supplied by a company meet or surpass customer expectation; and *Turnover Intension*, is an estimation of whether a business' or association's representatives intend to leave their positions or whether that association intends to expel workers from positions (Aligarh Muslim University, 2016).

Significance of the Study

The significance of the study would assist in the following:

Owner. The study's outcome will determine the team's effectiveness that will enable them to develop and understand the organization's needed performance.

Employees. This will draw awareness and enhance their performance towards assigned task in the organization.

Customers. This study will serves as their guide on how will the motorcycle companies, are helping their towards satisfaction of their needs.

Future Researcher. This will become additional information that will guide them if they choose to conduct a related study.

Definition of Terms

The following terms used in this study are herein defined to express meaning for an easy understanding of the reviewer.

Team Effectiveness. Conceptually, team effectiveness is made up of members who have the skills necessary to accomplish their goals. The members are accountable for achieving goals and are motivated to do well. In this study, it refers to purpose and goals, roles, team processes, team relationships, problem solving, passion and commitment, skill and learning (LePine 2003).

Performance. Refers the unpredictability increases both difficulties of describing thought and the likelihood that pointers of performance will be restricted from time to time. The irregularities can manage if one has a better than average appreciation of the strategy that makes the various kinds of

results; along these lines, the criticalness of the causal model as an approach to understanding the affiliation and its association with its condition. In any case, when a model is gotten, performance, since we describe it as the method similarly as the future outcome, can't be disengaged from the model. In this study it refers to customer satisfaction and turnover and intention (Treadwell, 2015).

Chapter 2

REVIEW OF RELATED LITERATURE

This chapter of the study provides literature reviewed from the different authors of the Philippines and abroad and, at this moment, presented in an attempt to improve further understanding of the reader.

Team Effectiveness

Team effectiveness is no longer applied mainly to collecting, yet notwithstanding, the administrators, organization, basic reasoning, adventures, and other work. Late upgrades in bunch practicality and gatherings in affiliations have expanded the need to choose better ways to deal with use gatherings. Extraordinarily fruitful gatherings have shown to set up extraordinary working associations and possibly achieve progressively conspicuous outcomes since conflicts inside bunches are constrained (Demkin, 2008).

Additionally, it investigated what disengaged teams that were high performing from the low-performing by applying a nonexclusive gathering suitability framework. In this way, team effectiveness can also be grasped as including two key conditions: essential conditions and engaging conditions. Further, factors necessary for bunch sufficiency are certifiable gathering, right people, and persuading heading (Wageman, Nunes, Burruss and Hackman, 2008).

These thoughts generally suggest shared appreciation on team level and could be described as the awareness of gathering and task perspectives

to get reasonable as a team. This team and task care should be perceived from 'data care's, which relates to the data that associates bring to the table and the individual, situational, and team related bits of shared understanding. To this end, a separation can be made between team-related and task-related mental models and the two sorts have been analyzed in association with work bunch execution (Engelmann, Dehler, Bodemer, and Buder, 2009).

Generally, team effectiveness is destitute down to work results, as fairly studied execution (using unequivocal markers or ace individual external to the team). Regardless, it joins results that help keep up the get-together's introduction after some time, for instance, part satisfaction, reasonableness (degree to which teams need to stay together) and improvement (Gil, Rico and Sánchez-Manzanares, 2009).

Team effectiveness suggests the game plan of interrelated thoughts, exercises, and feelings that every associate participates in to support made and adaptable execution. The more the advantages of social association are joined in the group; the better is execution and the reasonability of sound systems inside the hover of affiliations (Goodwin, Burke, Wildman and Salas, 2009).

It is also referred to that fortifying is similarly related to aggregate team effectiveness on the level of concern, care, obligation or commitment that an individual brings to a task or position, and to a notion of mental endeavor that produces duty essentialness. Finally, a further point of view it is imperative to progress is the purposeful examination of how structures of getting ready and

guidance in aptitudes and abilities for joint effort sway the suitability of gatherings (Salas, Rosen, Burke and Goodwin, 2009).

As pointed by an expert, teams give arranged assortment in data, attitudes, aptitudes and experience, whose fuse makes it possible to offer fast, versatile, and innovative responses to issues and troubles, propelling execution and improving the satisfaction of that creation up the team. This is the eventual outcome of what has been known as the knowledge of teams: extended point of confinement as for achieving various sorts of execution made possible by the correspondence of members (Goodwin, Salas, Rosen and Burke, 2009)

Furthermore, team effectiveness limit transformed into a critical fitness that every worker must have in order to be recognized in the action. The idea or thought of teams has been applied various many years earlier during the establishment and headway of human advancement; that is why it is an altogether critical and huge thought in any word related and developmental technique. A coordinated effort is a definite legitimate measure that shows a wide scope of features in a wide scope of features in a broad scope of affiliations including non – profit (Mulika, 2010).

A study drove and showed that the team climate is critical for team effectiveness. When teams share a similar perception and lead with different associates in their group, team obligation is braced. A rationally ensured climate empowers people to don't spare a moment to present requests, search for analysis, or analyze errors in their work since they do not want to

be rebuffed or to lose esteem (Ortega, Sanchez-Manzanares, Gill and Rico, 2010).

Purpose and Goals. Effective employee relations redesigns positive correspondence and manner among the board and laborers, propels the general flourishing of delegates during their residency at the association, and helps in turning away and settling issues including laborers' that impact work conditions. Employee relationship administrators include the ability to, changing life and work needs, delegate needs open, limit the relationship to keep extraordinary relations with its accomplices, including specialists' societies, laborers, suppliers, and customers, and evaluating and watch results (Kaliski, 2008).

Moreover, for an organization to get the potential prizes of being reason driven, the organization's inspiration needs not only to be verbalized, yet moreover authorized. We battle that all together for such sanctioning to happen; reason must be operationalized in the organization, such as the corporate culture, the masterminding structures, and approaches. By this definition, every affiliation move toward an explanation. One may want to find wide composting, giving a systematic talk purposefully in progressive settings (Malmi and Brown, 2008).

As indicated, organizations contain a social occasion of people with practically identical focuses, targets, goals and bits of information who supportively clasped hands together to achieve what individuals can't perform in disengagement under a reasonable arranging instrument. Regardless, in any affiliation that is objective masterminded, workers supportive undertakings

joined with their level of gathering relationship will, by and large, affect the entire team effectiveness. Regarded bunch relationships can affect definitive outcomes by extending institutional collaboration, set up solid and creative environments, growing progressive gainfulness (Morisson, Song and Oishfski, 2008).

Specifically, teams are source for accomplishing noteworthy endeavors, and to the extent, anybody knows careful concerning the explanation and targets of affiliation. Checking the broad hugeness of gatherings in affiliations, it should moreover be seen that gatherings are not for the most part in a perfect track and partners are not continually satisfied. A convincing team performs endeavors with a high sum, quality, and inside the schedule whose people is comfortable and have an average objective to participate on viable reason (Schermerhorn, Hunt, and Osborn, 2010).

Additionally, goal setting is a hugely notable thought in work masterminding and examination, and supportive as a focal section of legitimate organization when in doubt. Regardless of how it is a run of the mill demonstration of various relationships in every practical sense, all portions of human endeavor available confirmation suggests that couple of out of each odd laborer, educator, director, or affiliations acknowledges how to do it or do it well. Out and out, goals are the essential thwarts that structure the base on which affiliations and program are made, and satisfactory destinations are henceforth entire organization mechanical assemblies that all results arranged affiliations must have (Bipp and Kleingeld, 2011).

In line with an expert's study, opportunities to serve the broadest system reflect solidarity, all things considered—by including the underserved, the abused, and the disillusioned. Thus, reason can help join people by giving new position openings, making creative items and adventures, and serving new markets. Building affirmation that others matter into the vital explanation behind business prescribes further analysis³ (George, McGahan and Prabhu, 2012).

In other words, goal setting is a colossally notable thought in work orchestrating and assessment, and essential as a significant piece of various leveled organization generally speaking. Despite how it is a normal demonstration of various relationship in every practical sense all pieces of human endeavor, open verification suggests that couple of out of each odd laborer, instructor, head or affiliation acknowledges how to do it or do it well (Lee, 2015).

Notwithstanding what may be normal, being created and prosperity sections, while destinations generally express the ordinary results or needed effects of an orchestrated action or work, they can differentiate in type, which means and enumerating, dependent upon the level of various leveled or program structure at which they are set. As necessities are, using the term 'objective' being created affiliations suggests a higher-demand objective and has a comparative criticalness as 'point' or a drawn out target in a social protection setting. An objective is a transient target, attainable as a widely appealing accomplishment in transit towards achieving the general point (Ogbeiwi, 2016).

Similarly, purpose-driven can be a course for relationship to spike their employees – via conveying significance to their work and extending their understanding of the duties they make to their organizations. An organization may be portrayed as "a sifted through social event of people with a particular explanation, for instance, a business or government office". A true reason driven organization should have an unquestionably clarified explanation enunciation that explains as for why the affiliation exists (Santos, 2016).

Likewise, the tendency of the board scientists to credit goals to supra solitary substances, for instance, progressive social events or firms, and to see these components as a unitary on-screen character, and in like manner propose a 'scaled down scale foundation' perspective made arrangements for weakening the total thought of legitimate destinations to the extent their lower-level constituent fragments. Henceforth, they take a gander at organizational goals as a stunned thought, and review antecedents and consequences of progressive destinations transversely over-scaled, down-scale, and full-scale levels of assessment (Foss and Linder, 2018).

In the same way, spotlights on the results of organizational goals for the lead of various leveled people, tending to expressly the subject of what frameworks enable firms to change definitive plans into particular targets and practices. The paper draws on the speculation of movement stages to explain how affiliations and laborers center around legitimate goals and adequately look for after them. Furthermore, it facilitates bits of information from confidence theory to explain how various leveled people develop the motivation and obligation to look for after definitive destinations (Gagne, 2018).

Role. During the preliminary time of encircling a team, groups' authority, and the team leader's activity must be portrayed and appreciated by associates. A novel gathering has players who offer shared goals, typical vision, and have some level of affiliation that requires both verbal and physical correspondence, similarly as seeing and esteeming every associate's activity. Blends of associates' undertakings may increase what the gathering can accomplish and achieve top execution to experience accomplishment (Ross, Jones and Adams, 2008).

For instance, in sociological terms, roles are critical guidelines for lead. Apart from parent to teacher or cop describes a person's ordinary direct and sets the parameters for what is socially commendable. Most people from society anticipate different roles in their lives. For example, an individual expects other occupations at work, at home, or among associates. Each role makes a great deal of wants inside the particular condition (Epie, 2009).

Moreover, role conflicts happen when an individual is constrained to take on free and opposing employments. Role conflicts can occur when one clash between employments for different affiliations or when an individual is drawn nearer to play out various occupations inside one affiliation. For instance, a delegate with both workers and the administrator's employments in a equal division anticipates supervisor and partner (Cicero, Pierro and van Knippenberg, 2010).

Undoubtedly, role ambiguity happens when an individual hasn't the faintest idea what he/she should correctly do and is confused with formal and easygoing conditions. It was exhibited that the activity dubiousness disturbs

the action constancy and independence. Disregarding this issue's essentialness, very few examinations have been developed incorporating the impact of ambiguity similarly on role ambiguity on various individual and progressive elements. One of the critical variables, which may be affected by work obscurity, is the laborers' action pressure (Cordery, Morrison, Wright and Wall, 2010).

Most role problems occur in perspective on responsibilities to different social events; occupations can occur inside a single affiliation. In various associations, mid-level administrators in like manner work among the people they regulate. This prompts role problems considering that the supervisor must invest in the social event and report neglecting to meet desires people. Role conflicts can, in like manner, rise when an agent is drawn closer to perform clashing endeavors (Matthews, Bulger and Barnes-Farrell, 2010)

Furthermore, despite role clarification and arranging as a strategy for setting up incredible coordination plans before affiliation, gatherings can, in like manner, use addresses following execution scenes to review positive and negative perspectives concerning their coordination capability. Questions fill developmental needs in that they empower gatherings to consider how to improve in future execution scenes and have been actually associated with positive gathering results (Ellis, Ganzach, Castle, and Sekely, 2010).

Therefore, role conflicts are practically unpreventable in complex get-togethers. Every dispute is novel so that no single procedure can evade a broad scope of role conflicts. Regardless, open correspondence helps limit

the weight from work conflicts. Exact post empowers all people to fathom that each individual has various employments to perform (Tang and Chang, 2010).

Additionally, the role will all cause contact and dissatisfaction, anyway the effects can contrast from individual to person. Certain people are fundamentally progressively prepared to acknowledge different employments and keep up an excellent critical way from crushing when the roles spread. Others find these conflicts staggeringly upsetting and can't acknowledge their various commitments without weight or scorn. The ability to oversee conflicting tasks and organize employments with multiple people can be an amazingly supportive fitness. Regardless, people who can manage conflicting roles are not generally more skilled in their own work than the people who miss the mark on this limit (Hasnain, Ansari, Ali and Sharma, 2012).

Based on the study of an expert, role conflicts contrarily influence bundle components. Every person from a social affair, for the most part, anticipates certain practices from another part, asking that part virtually to play out his role. Exactly when this role is upset by a clashing activity, others can feel disappointed and even irate. The individual experiencing the part struggle can, in like manner, feel puzzled or overwhelmed. He may even feel hurt by the disdain from his companions (Akanji, 2013).

Since the useful, distinctive evidence of indispensable positions drives relationships to help advantage globally, it is essential to the board's capacity. What is logically critical for the referenced procedure is the distinctive verification of crucial capacity social occasions or positions instead of individuals. It prompts a development of affirmation inside the affiliation, an

unrivaled degree of partition of employments, and a higher obsession with a crucial role as opposed to non-essential ones or between those occupations which have quite recently immaterial effect appeared differently about those livelihoods which improve than the anticipated outcome (Payambarpour and Hooi, 2015).

Team Process. This work recently researched information sources and team processes as antecedent variables and the directing effect of different methodological points of view related to the assessments. Three head disclosures rose: a) outside and internal correspondence, support for progression, task-bearing, and association are team process-related basically and in style to improvement in the group; b) target affiliation, work huge not too bad assortment, and gathering size are inputs inciting headway in the gathering, anyway with a more delicate association than the systems referred to in advance; and c) the rule impacts depicted, for the two methodology and data sources, are adjusted by the level of assessment at which the components are evaluated (Hülshager, Anderson and Salgado, 2009).

As examination drove that gathering size decision (little or huge) significantly depends upon the working environment. Supporting this communicated when there is a prerequisite for regular assistance among the associates and the gathering outside condition is one of a kind, more small gatherings are recommended. The convincing gathering size was explained in another examination, surmising little gatherings' proficiency over the more prominent crowds. Accordingly, bunches having 3 to 6 people were seen as more advantageous than bunches having 7 to 10 and in any event 11 people (Wheelan, 2009).

Subsequently, team processes can be imparted from dynamic correspondence configuration perspective as having sway on definitive outcomes like helping conduct, trust, correspondence, and conflict. In the interim, task dependence was found to have positive tweaking sway on the association between bunch structures, and definitive outcomes declared that improved learning, a measure of information shared, and bunch reasonability have a positive relationship with target relationship. Moreover, it is moreover communicated that high incorporation in the gathering prompts higher team execution (Gorman, Amazeen and Cooke, 2010).

As has been noted, processing teams are hotspots for accomplishing huge endeavors and getting satisfaction among people the affiliation. Observing the broadly comprehensive essentialness of gatherings in affiliations, it should, in like manner, be seen that gatherings are not by and large in a perfect track, and associates are not continually satisfied. An amazing gathering performs tasks with the high sum, quality, and inside the schedule with those people who are satisfied and have a run of the mill objective to collaborate on handy reason (Schermerhorn, Hunt and Osborn, 2010).

Additionally, the need to respond to promote changes has achieved a move in focus from the individual to the team process. In many work conditions, tasks have ended up being catch to such a degree that productive display requires a mix of data, aptitudes, and limits that the single individual every so often has. Completing assignments reasonably involves a couple of individuals to work in a dependent way. Besides, various affiliations have gotten so gigantic just as astounding in their structures that activities must be

solidly arranged through collaboration methods if legitimate goals are to be practiced (West, 2010).

Moreover, this technique's achieve the affinity to homogenize others into social classes or speculations. Social character speculation research can focus on prejudice, isolation, and conditions that advance different sorts of get-together direct. Status and quality qualification techniques can be used by bosses and pioneers to affect the merger and, as such, empower productive blend (Giessner, Ullrich and van Dick, 2011).

During decades, affiliations have moved towards bunch based structures to overhaul various leveled execution, and research has moved to look at these new work structures. Team process than individuals are continuously seen as the key structure square of affiliations and gathering based working, and the amount of affiliations accepting gathering based structures has reliably extended. As directors and pros have moved their drives in the gathering feasibility, so has legitimate research (Stewart, 2011).

As eloquently stated by an expert, that team process incorporate stages, for instance, people joining a gathering and learning their place in a social event and masking bundle principles. There is strain to conform to these guidelines, and all things considered, there can be easygoing and formal endorsements for those people who stray outside the gathering described cutoff points. Elective conceptualizations of gathering process exist. The researchers are fascinated by the underlining segments that impact how gathering change after some time (Tarrant and Campbell, 2012).

As referenced, a combination of overall forces has spread out throughout the latest two decades, which have achieved a changing scene wherein affiliations work. The display inside a processing team is significantly help due to its relations. For example, the prerequisite for the relationship to respond to extending national and overall tests has included the necessity for inclination arranged assortment, raised degrees of capacity, and flexibility (Von Treuer and McMurray, 2012).

Team Relationship. Organization include a social event of people with near focuses, targets, goals, and bits of information who supportively clasped hands together to achieve what individuals can't perform in containment under a feasible arranging part. Regardless, in any objective orchestrated affiliation, workers supportive undertakings joined with their level of gathering relationship will all affect the entire gathering amplexness. Regarded bunch relationship can affect legitimate outcomes by growing institutional collaboration, develop solid and inventive climates, extending various leveled gainfulness (Song and Olshfski, 2008).

Also, team relationship at work is considered by some to be affected by character characteristics that could impact the introduction of every individual in an affiliation. Other psychosocial working conditions may, in like manner, impact bunch associations. Amasses in work and legitimate cerebrum look into an exhibit that psychosocial stress affects the emotions and aura of individuals related to one another (Stoetzer, 2010).

Moreover, the enduring investigation that has dissected connection between the tendency to work in gatherings and individual learning and how

this relationship is affected by intimate and personal and intelligent parts is very uncommon. This examination adds to this flood of composing by encouraging the cognizance of the effects of gathering course on near and dear learning and joining the apparent worth concurring as a mediator to survey its activity in the gathering heading – special learning relationship (Williams and Castro, 2010).

Additionally, the comparative lifestyle perspective expects that characteristics are shared criticalness structures that remember one get-together (country) from the other. According to this view, there is ordinarily a raised degree of concurrence on many characteristics inside get-togethers, while there are commonly colossal differences between social occasions. A sociological perspective suggests that social establishments and other huge-scale level factors impact the secluded criticalness of individuals' characteristics inside social requests. Yet, people change in how much they mask these particular characteristics (Fischer and Schwartz, 2011).

Furthermore, team relationship is about suitability on various leveled correspondences, which can fabricate delegate assurance, trust, and endurance, enabling organizations to comprehend the capacities and data inside the affiliation. It is a mind-blowing business instrument that engages delegates to do their duty better. The rising control of gathering relationships empowers relationships to recognize, independent, interface, and tweak the relationship with their delegates (Rai and Pareek, 2012).

Building an honest team relationship with a delegate is the best way to close the specialist's proficiency gap. It is like manner propels the laborer's

singular sufficiency and effectiveness. When the executive puts aside the push to develop these associations and guide delegates in their work, it will make more prominent quality work. Only through incredible associations with robust and sensitive activity can a solid division is collected (Oluchi, 2013).

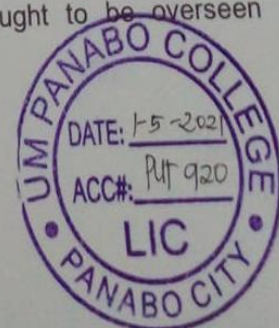
Correspondingly, team relationships regarding social characteristics may not work self-sufficiently; instead, they may help out each other affect results. As demonstrated by them, examining such joint efforts may encounters capricious associations among different characteristics. In the present examination, we first theoretically reason that the effects of network on joint effort heading will be emphasize when singular associates guarantee high UA.

low PD and elegant characteristics diverged from when people bolster low UA, high PD and masculine characteristics. We, by then, test our recommendations precisely (Schwartz and Butenko, 2014).

In either case, individuals high on masculinity are less disposed to believe themselves to be a bit of encompassing social associations, and their self-depiction will be reflected by less thought of others. This examination was suggested that masculinity curbs investment in social occasions. On the other hand, individuals high on female characteristics will all in all be charming, pleasing, and all-around arranged in social correspondences (Mustafa, 2015).

Subsequently, an assessment sent that assortment is associated with full supervisory gathering sufficiency and arranged variety close by connection clearly and insistently impact top supervisory gathering reasonability. The board organization affiliation intervenes the association among not too lousy assortment and utmost supervisory gathering practicality. Such a temper reflects the level of an individual's preparation to work with others in a supportive manner, and their promise to bundle goals and interpersonal relationship (Bjornali, Knockaert and Erikson, 2016).

Problem Solving. Everyone experiences gives occasionally. A few of our issues are gigantic and puzzled, while others may be even more successfully comprehended. There is no inadequacy of challenges and problems that can arise at work. Notwithstanding whether in an office or on a structure site, experiencing issues with the occupations waiting are done or with partners, the workplace presents ongoing challenges reliably. Notwithstanding whether these issues are colossal or little, they ought to be overseen



conveniently and nicely. Having the significant capacities to recognize answers for problem is one of the aptitudes organizations scans for in agents (Bazerman and Moore (2008)).

Consequently, problem-solving and fundamental instinct implies the ability to use data, assurances, and data to deal with problems effectively. This doesn't mean you must have a quick answer. It suggests you should have the alternative to think and respond rapidly, assess situations, and find courses of action. The ability to develop an incredibly thought out course of action inside a reasonable time distribution, regardless, is a mastery that organizations regard tremendously (Levesque and Walker, 2008).

One of the critical capacities required by industry is problem-solving bent, and necessary reasoning aptitude is an essential capacity needed for the present understudies. This is incredibly substantial, as changes in the money related, definitive, and mechanical forces have changed the possibility of most workplaces. The ability to disentangle an unpredictable or a seriously composed work problem in the workplace is the kind of capacity mentioned at a noteworthy level presentation affiliation (Lohman, 2008).

Convincing problem-solving capacities are essential to legitimate systems and results and impact individuals, social occasions, and affiliations across functional work zones. Another big thing to review is that when you are depended on dealing with a problem, you don't go by and large need to answer immediately. This capacity is somehow a crucial part of favorable execution (Tao and Shen, 2009).

It was broadly defined that employers need agents who can work through issues without any other individual or as an influential individual from a gathering. Immaculate specialists can think in a general sense and creatively, share thoughts and appraisals, use reasonable understanding, and

choose. As another specialist, you may address why an affiliation seeks after specific intends to complete a task. It may appear to you that one of the methods could be cleared out, saving time, effort, and money. In any case, you may be hesitant to voice your inclination. Do whatever it takes not to be; managers are regularly appreciative when new agents can offer understanding and fresh perspective into better and continuously beneficial techniques for completing things (Akdere, 2011).

Moreover, specific problem solving is operationally described in this article as landing at a perfect outcome using the best possible proportion of significant worth information which is moved to critical data and strategies inside a reasonable time length. This definition is supported by a preparation-centered framework to help authorities with keep an eye on noteworthy precarious conditions, challenges, and issues. The purpose underscores the necessity for reasonable pioneers to have a notoriety of adequately achieving concentrated on results/needed outcomes subject to quality information (Arndt and Harkins, 2012).

As eloquently stated, learners with the contribution in unequivocal social bundles are drawn closer to share things that they acknowledge are noteworthy for various leveled pioneers to consider fundamental authority and basic reasoning while at the same time interfacing with people in that specific culture. Conventionally, a rich and educational exchange occurs during these sessions, which help understudies see the challenges experienced when coordinating business and take an interest in fundamental initiative conditions far and wide. This experiential activity is agreed with to help pioneers with

being progressively effective across over varying overall social orders (Caputo and Crandall, 2012).

Additionally, excited to start working on answers for advancement challenges, associations often wear contribute enough vitality. The results are messed up possibilities, wasted resources, and exercises that synchronize with the definitive method. Describing issues incorporates four phases: Clarifying the internal or external prerequisite for an answer, articulating the indispensable noteworthiness of the response for the firm, investigating how the firm and various affiliations have quite recently endeavored to deal with the issue, and making a realistic and complete depiction of the issue (Spradlin, 2012).

In some studies, the essential stage at problem-solving procedure perceives the issue. While there are different distinctive thoughts recorded as a hard copy, the most well-knowns are structure, probability, and field of solidarity look at approaches. In the system approach, affiliations are seen all things considered structure with their sub-structures and methods. It is acknowledged that a fragmented issue impacts the whole system unavoidably. It is essential to understand the methodology's congruity to survey the course with everything taken into account (Gouillmart and Billings, 2013).

As mentioned, affiliations and their accomplices are the beneficiaries when pioneers show convincing problem-solving. A pioneer's wellness in decisively dealing with issues helps drive organization practicality and various leveled accomplishment. The social demonstration of fundamental problem solving is

crucial for regulatory pioneers to execute in their movement employments as an influencers of people and conditions. Effect capacities, including unequivocal basic reasoning, are "relationship building capacities" that cut over the key action employments that a pioneer needs to perform (Kerns and Ko, 2014).

Passion and Commitment. Fundamentally all the additionally dumbfounding are considers specifying there is no confirmation that a relationship exists between laborer work satisfaction and progressive obligation. Experts also diverge from whether many practicality inquiries should be viewed as comprehensive or in various viewpoints. Regardless, a meta-examination study, found the connection between team effectiveness and organizational commitment to be high (Testa, 2008).

As affirmed, the mental association results are the key to an agent surrounding a bond with the team's effectiveness. Besides, focused on that genially vivacious individuals are less disposed to spend on opposite notions toward their step by step works out. He further explained that individuals with neighborly excitement acknowledge when to focus on their work and when to take advantage of their diversion works out (Vallerand, 2008).

Subsequently, to make effective teams astoundingly supportive for affiliations and comfortable, as endorsed, the partners' obligation and sponsorship just as of senior authority is required. Team members must take ownership to advance toward making a gathering that is both task feasible and socially fruitful, recollecting that the pioneers must help bunches towards this (De Meuse, 2009).

Mainly, harmonious passion is an astonishing center individual in the team effectiveness and is more suitable than standard and outward influential components. Future research ought to also examine the effect genial excitement has on purposeful turnover. To build a progressively conspicuous understanding of the impact of various leveled duty and pleasant vitality have on an affiliation, experts should continue focusing the variables with a grouping of masses (Liu, Chen and Yao, 2011).

Besides, individuals are roused when they have harmonious passion and are set up to interface with various individuals in the affiliation. Organizational commitment and friendly excitement go with one another to make a productive, capable, and fruitful gathering. In any case, investigate that association's progressive duty and pleasing eagerness among different masses is inadequate (Kaufman, 2011).

Besides, organizational commitment is the laborers' state of being committed to help the affiliation's targets, and incorporating the agents' degrees of recognizing verification, dedication, and dependability. It is an enthusiastic response that can be assessed through people's practices, feelings, and attitudes and can stretch out wherever from low to high. The headway of vitality follows a working advancement, and as an individual puts extra time in the development, the pleasant excitement begins to extend (Mosadeghrad and Ferdosi, 2013).

As a result, organizational commitment is essential to an affiliation's thriving. Various leveled obligations may affect whether a specialist leaves the affiliation or advances toward the vision, which are significant destinations

outlined in the business strategy. The three-section model recommends that absolute obligation sway is inferable from the three sorts of duty: (a) brimming with feeling, (b) regularizing, and (c) length (Phillips, Phillips and Zuniga, 2013).

The essential definitive lead research, for instance, the acclaimed Hawthorne Studies, focused on improving worker productivity. Later examinations concentrate on taking a gander at the associations between work satisfaction and business execution, and it was found that this relationship was not very strong. Experts began to look at other attitudinal thoughts, for instance, organizational commitment (Suma and Lesha 2013).

Furthermore, commitment may in like manner exist. He creates this happens when individuals feel they have by zero control or influence, and should discover work elsewhere. Generally speaking, these laborers show low degrees of execution recommended that delegate obligation be considered from both the attitudinal and social perspectives (Zohrabi, 2013).

Correspondingly, harmonious passion may affect a laborer's objective to leave. The significance of good vitality is, "a free mask that leads individuals to choose to participate in the development that they like". Research notes when a specialist verifies pleasant excitement, they contribute and associate more with their work (Guntert, 2014).

Skills and Learning. Though early human capital theory saw the significance of workers' understanding, its accentuation was on guidance and formal getting ready. Late assessments find that a massive piece of late utilized experts' show is driven by taking in by doing or picking up from

partners or executives in the workplace. Easygoing learning at work is appropriate for all ages get together, notwithstanding how it drives a more prominent measure of the introduction of increasingly young pros. Casual education is more huge for workers' human capital improvement than formal instructional classes (De Grip, 2008)

Learn is the guideline, key, and essential factors of affiliation that requirements remain in the money related current world and centered condition. In like manner, organization must be prepared people through ceaselessly learning, for oversee changes, and to have the option to alter with conditions changes and troubles moderns must choose to direct learning inside the affiliation. Learning affiliations are extreme and astounding affiliations that their foundation relies upon learning and the best way to deal with improving execution as time goes on, consider education (Sharifi and Eslamieh, 2008).

Indeed, organization impacts on definitive learning. Lead and legitimate knowledge are connected to many. Furthermore, lead can to improved methods, and the result of moral education works out. Pioneers can, through move their bits of information and make of learning open entryways for subordinates, improve and increase capacity and capacity of various leveled learning and like this definitive learning (Javaheri, Kamel and Kosarneshan, 2009).

In case an affiliation cut utilization on guidance and learning, the benefit, headway, and ability to attract customers will be in like manner lower. This wonder reinforces the need of guidance, education, and care for capable

and talented agents. Additionally, if affiliations cut down their expenses on guidance and learning, they submit a crucial blunder, considering that the best agents are never again animated to work in partnership (Mráček, 2009).

Learning incorporates data acquisition, data sharing, data use, and besides new accomplishment. Legitimate is getting the hang of finding that gave through game plan of progressive people. Lead can improve methodology, and the consequence of honest learning works out. In outstanding education, pioneers must make an area where each leveled part as understudies, instructors and pioneers flourishing to augment what they pick, do, and have limit. Progressive learning and Learning affiliation are two great thoughts; definitive understanding is only one estimation or part of learning affiliation (Riahi, 2009).

Similarly, organizational skills and learning are many-leveled exercises, for instance, data verifying, information movement, information interpretation, and memory that intentionally or accidentally sway on positive headway of definitive. The purpose behind learning is relationships to carry on in participatory system to use learning openings. The inspiration driving learning is to choose the degree that affiliations can learn. Pioneers can move their bits of information, make retaining open entryways for subordinates, improve and increase capacity and capacity of various leveled learning, and , subsequently, definitive learning (Huang, 2010).

As study, focus issue lies in how individuals' learning methodology and inside affiliations are work. The various thoughts for "learning organization" delineating progressive learning ceaselessly develop the learning limit of

associations and, along these lines, the capacities to handle issues from individuals and affiliations. Here are the integrative philosophies; for instance, the fifth request endeavor to close the investigation gap and clarify the wonder of progressive learning (Liebsch, 2011).

The organization should focus on their agents' focal points to set practical guidance, learning, and getting ready of laborers. Laborers who are told and made are commonly significantly excited about legitimate targets, system; they are instructive, pleasant and proactive, respectful, customer neighborly, willing, and prepared to learn continually. As communicated, estimation of guidance level in affiliations is essential to represent future improvement (Mazouch and Fischer, 2011).

A research was undertaken; informal learning is further related to the analysis agents' work from their teammates and executives. This holds for positive similarly as essential information. Regardless, despite how the predominant workplace composing, as discussed above, unquestionably related flexible learning at the workplace to higher firm execution, the money related composition on the causal effects of human resource the board practices on flexible learning is small. This nonappearance of data may explain why most firms don't have agreeable human resource the board frameworks to progress flexible knowledge in the workplace (Parks and Jacob, 2011).

In the examination, a learning organization is where people "endlessly pass on their abilities and fulfill their real centers, wherein better methodologies for accepting are supported, and new fundamental desires are

passed on, so relationship, in which people are making sense of how to adjust together. Which means of a learning affiliation can be shortened. The outstanding ability to learn is the capacity of an affiliation which imagines and faces changes in a proactively, which happen in the association (Senge, 2011).

Likewise, high aptitudes equilibria supervisors require high-capable work, all things considered, to make high-regard product or benefits. The work publicize adequately gives high-skilled workers to fulfill these employments. Then again, in low aptitudes equilibria, chiefs are likely going to have made to convey low-regard items and adventures, which require low human capital data. The close-by work feature gives a pool of low-skilled experts, and the stock of high-capable workers is low (Green, 2012).

The referenced alliance revealed skilled, instructed specialist who isn't maintained by affiliation. It is a request for to what degree this condition will continue. The laborer considers the need to learn and self-progression, yet the current conditions are not relentless. It is possible to envision that this laborer should change his/her action position in short period. The transition to a prevalent action position is ordinary (Linhartová, 2012).

Performance

An examination coordinated by execution estimation is fundamental for the administrators to choose how well it executes its system and makes any real changes. The inside improves the quality, comparability, and legitimacy of information and external audit approaches that affirm this accuracy or how much practices are being followed (Kaplan and Norton, 2008).

A supported study revealed that performance is an efficient general and irregular technique that overviews an individual laborer's action and benefit in association with specific pre-developed criteria and legitimate objectives. Execution assessments are consistently seen as a technique for giving analysis and prizes to meeting execution targets, all of which have been associated with motivations in past research motivations. In numerous affiliations, individuals are assessed without express notification of their gathering commitments, and rewards and various prizes rely upon these individual assessments. Believe it or not, various laborers serve on gatherings; anyway, their show in the gathering might even come up expressly in their introduction assessment (Brown, 2009).

Additionally, managers' aptitude redesign is necessary for the board. So is the association between human resource (HR) and organizational performance as a mistake in improving regulatory capacity adverse influences selecting and holding this huge social occasion and a negative effect on firm execution. Despite of the way that there is a general concurrence about capacity the board and the essential occupation of the board improvement for organizational performance, a few examinations proposed how affiliations can profit by enthusiasm for the administrator's headway (Collings and Mellahi, 2009).

Apart from this, as one of the board's principal criteria considers, organizational performance can be showed up through an assessment between the last delayed consequences of an organization and its objectives similarly as goals. For directors, it is fundamental to make a connection between their affiliation and various contenders. The everyday use of it thus

construct addresses the essential employment of this variable in the board fields. In any case, not many assessments have mainly based on the substance of performance and its evaluating method (Richard, Devinney, Yip and Johnson, 2009).

Subsequently, performance has been perceived as the essential key for relationship to expand high ground and predominant benefit. Yet advantage is progressively pertinent to private part; it will be loosened up to open section by including 'serving individuals by and large' since it is a definitive objective of the open region. It has exhibited that work execution could help open relationship with improving assistance transport (Vermeeren, Kuipers and Steijn, 2009).

Also, performance should be perceived into nature of work done, measure of work performed, and social sufficiency. Like this, from the above definitions indisputably, work execution is related to how much a specialist can accomplish the task allotted to that individual and how the rehearsed study adds to the affirmation of the legitimate target (Mawoli and Babandako, 2011).

Moreover, particular specialists may be a few different research adventures spread over various intriguing gatherings, which are "to some degree included". Their progressing examination prescribes that specialists' collaboration levels in a meeting are related to bunch performance, with higher intrigue related to extended version. A subsequent fundamental idea for understanding, managing, and improving gathering reasonability is the

degree of unpredictability of the gathering task's work procedure structure (Cummings and Haas, 2012).

Additionally, communicated that performance to depends upon the one hand from the results (over or under execution) and afterward again from the goal setting, in the light of contemplations we portray three degrees of performance: level (- 1) is the under-performance level; at which the association is encountering a technique to achieve its pre-described destinations and endeavoring to get in touch with them, level (0) is the show level; by the day's end the target achievement level, it's the place the association successfully achieves it is pre-chosen targets (Samsonowa, 2012).

Consequently, job performance as the possible result of two fragments, which incorporate the breaking points and limits that a pro has, and his/her inspiration to utilize them so as to play out an overwhelming development. In human asset, the board takes a gander at, task execution has been surveyed using a degree of perspective measures, including supervisory assessments, benefit records, headway limit evaluations, deals aggregate, and turnover rate. Understanding its centrality, loose affiliations appear to focus on work execution contrasting with specifying philosophies and improve association development (Jex and Britt, 2014).

The examinations that have been coordinated concerning the issue show that teams is significant and obliging to empower the developmental system in the affiliation and to update employees' performance. Simply, the essential inspiration driving coordinated effort is to apply a feasible

methodology to improve the word related understanding of laborers and their skills and endowments that serve the requirements of the action (Oseiboakye, 2015).

From another viewpoint in the open organization field, performance in the open portion is about purposeful direct, which can be individual or various organizational performance has a quality that can be either high or low. Finally, when execution is conceptualized with the mindfulness in regarding both the idea of exercises and the idea of achievements, it may be exemplified as commonsense results (Van Dooren, Bouckaert and Halligan 2015).

Customer Satisfaction. Hence, client's social responses of satisfied clients are not equivalent to those disillusioned. When clients are satisfied, they may purchase the organization again, remain steadfast, or make proposals to their associates. On the other hand, when they are less satisfied, they may complain about poor help quality, lose trust, show negative verbal trade, and switch expert community (Lovelock and Wirtz, 2008).

Also, in the investigation, regard accepts an essential activity in customer satisfaction, and offering some advantage included help the board practices, and things have gotten basic in the current genuine market. Client support is extensively more noteworthy than attracting another customer that explains its business; client satisfaction is the most persuasive issue. As it's been stated, the more grounded impact on association advantage is holding customer than attracting new clients (Chang Hong-Sheng, 2008).

Unquestionably, customer steadiness is a kind of consistency appraisal between prior needs and saw affiliation execution. As necessities might be, the positive assessment of the thing or affiliation that the customer gains is an essential inspiration to continue with a relationship with a connection's association or contemplations, and a vital zone that keeps up immovability. Satisfied customers are will, without a doubt, repurchase, hack down their respect affectability, partake in a positive accommodating suggestion, and end up decided customers (Chen and Wang, 2009).

Also, customer satisfaction is thoroughly described as a differentiation between customer's wants and experience execution in the wake of using a help at a particular period. It moreover fuses that the triumph and the upkeep of customers in the brought earth-shattering scene up in which the affiliations are displayed on have blunted as a crucial test for the comprehensive network who interest the foundation of an entire arrangement association with their customers (Mosahab, Mahamad and Ramayah, 2010).

In like manner, customer satisfaction is dynamic and relative. Just the idea customer-driven can enable relationships to improve happiness and keep customer amazingly, then again, in case contenders improve customer commitment; it may be corporate disaster customers. While improving enduring client quality, customer needs should watch. Affiliation quality, thing quality, and energizing force for money have a poor invaluable outcome on customer commitment. Ace satisfaction is equally fundamental before achieving customer devotion. In case specialists have a valuable result, they can recognize an essential activity to manufacture buyer perseverance level (Gajjar 2013).

An assessment underscore that there is a good situation in satisfaction. The expense to get another customer is comprehensively more than holding a present one. Suffering customers will encourage others to buy from you and think more than twice before adjusting their tendency to purchase specific affiliations. Client dedication isn't gotten incidentally. They are settled on through the sourcing and plan decisions. Sifting through for customer dedication requires customer-centered strategies that see the need and eagerness of affiliation recipient (Thomas and Tobe, 2013).

When the customer's prerequisites have overlooked, it is unthinkable for an association to create in the business. Giving the aching of the association benefits like extending the presence example of clients, client purchase, customer satisfaction, and lively casual correspondence is a direct result of extended client satisfaction. It would moreover raise the level of endorsing their help of potential clients (Tao, 2014).

Turnover Intention. Employee turnover is potentially over the top and may have negative implications whether it is purposely, for instance, resignations or naturally, for example, end began by the business. The possible negative impact of turnover to organizations might be a direct result of the considerable cost of choosing, planning, getting new agents, productivity incidents during substitution search and holding, loss of predominant specialists, or high-capable workers aggravation of social and correspondence structures. The effect of turnover towards the organization isn't similarly to the extent cost of the end, enlistment, decision, and advancing. Yet, it also reflects the limit of the remainder of the agents to

complete their mounting commitments or amassed works in the organization (Abbasi, Hollman and Hayes, 2008).

As stated, excessive turnover is continually an issue, mostly when it occurs among the best performing or star agents. Top performers are in like manner more unquestionable than the ordinary or low performers in internal and external work grandstands, making it easier for the star performers to leave with better open entryways close by. Turnover continues being an energetic field of research from more than 55 years with countless conveyed articles in regards to the issue (Groysberg, Lee and Nanda, 2008).

On the other hand, turnover intention is considered "to be discerning and think obstinate disposition to leave the organization". Turnover intention is the objective of going to their present work environment and searching for work in other delegates relationships. In this regard, it is address that the individual measure of the probability of an individual returning home shortly. This is isolated into two classes: purposeful turnover and programmed turnover. The intended turnover point is the decision of a laborer to leave the affiliation. On the other hand, programmed turnover point is when a specialist began by the business. Leave to work impacts honestly customers' perspective on organization quality corruption, the decline of delegates' movement satisfaction and affirmation, extended staff getting ready costs and individual improvement (Cho, Johanson and Guchait, 2009).

It was suggested that failure prompts insights of quitting. These contemplations cause agents to weight the costs and focal points of occupation pursuing and finishing. If they find the different potential

alternatives, work searching for delegates differentiates them and their present business and either decide to remain or leave. Occupation choices can provoke both a submitted and an exploratory reason look and a while later quit. Experimental looking consolidates works out, for instance, examining work ads, getting some answers concerning quest for work practices, and preparing and sending a resume, or activities that might be viewed as researching choices while submitted looking joins exercises that prescribe a guarantee to leave, for instance, arriving at past supervisors, partners, scouts or arranged organizations (Knight and Leimer, 2010).

As eloquently stated, turnover intention can be either intentional or programmed. Purposeful turnover happens when the employees start the business's finish regardless the reasons, while programmed turnover occurs when an end is begin an end. Programmed turnover may help improving productivity, considering the way that neglecting to meet desires delegates were ousted. By far, most of the investigation on turnover is focused on the causes and results of deliberate turnover. The impact of programmed turnover on the association is unimportant because it is intensely affected by manager. At present, the headstrong leave of laborers is considered and brought into the discussion of turnover, regardless of whether a substitution is successfully organized or not (Davidson & Wang, 2011).

Moreover, it was found that getting the opportunity of obligation and chance to develop guarantee work works out, can enable the sentiment of detailed verification and association with working environment that along these lines can diminish the turnover intention. The investigation also showed the hugeness of trademark motivation to propel brimming with feeling

obligation. Also, the passionate commitment mediates the association between characteristic motivation and turnover desire. This infers employees normally convinced towards their own work, developing a sentiment of unmistakable evidence and association with their organization that is unfavorably related to turnover objective (Galetta, Portoghese and Battistelli, 2011).

Besides, specialists and experts have proposed different definitions of all the more probable fathom turnover intention through the years. Turnover intention is described as 'a discerning and think about the determination to leave the organization. In like manner, it is recommended that turnover intention should be described as 'the mediating factor between points of view impacting the mean to stop and truly halting a relationship.' Due to this investigation's purpose, the turnover intention is portrayed as 'how much a legitimate part acknowledges the individual would end their circumstance at some obscure time in the future (Glissmeyer, 2012).

Consequently, an assessment made sure about that progressively conspicuous the position execution increasingly unsure is the turnover intention, this way avowing past composing that a person with a raised degree of occupation execution holds helpful attitude toward the movement and then again the person who is frustrated with the action holds contrary mindset about the action. It infers that employees who are satisfied with their efforts will have their occupations and not quit. So it was made sure about that expressly position execution diminishes delegates' turnover desire and choice of standard pay structure, supportive nature of work, and qualified supervision

not only goes about as strategies to decrease laborers' turnover yet furthermore as the association upkeep strategy (Mbah and Ikemefuna, 2012).

In the summary of this study, performance has principal role in maintaining team effectiveness. The gathered review of related literature, as indicated above, shows how the variables linked; this will support the conducted study by researchers in understanding the conceptual framework

Chapter 3

METHOD

This chapter deals with the research method's discussions, including the research design, research subject, research instrument, data gathering process, and statistical of data.

Research Design

The researchers used quantitative non-experimental correlation method. Quantitative method because it collected numerical data and compared the variable using statistical analysis. A non-experimental method, since it was designed to measure variables as they occur naturally and lacked the manipulation of an independent variable and correlational method, described the relationship between two variables (Creswell, 2005) team effectiveness and performance among the employees of selected motorcycle company in Panabo City.

Research Subject

The respondents of the study were the employees of motorcycle company in Panabo City. The researchers used systematic random sampling. There were 75 respondents from 9 companies who answered the questionnaire in determining the level of team effectiveness among the employees of selected motorcycle company in Panabo City.

Research Instrument

The instrument utilized in deciding the respondents' reaction within the team effectiveness and performance was the researchers' adopted questionnaires (London Leadership Academy, ND). The research questionnaire was comprised of two parts, namely: part one, which relates to the team effectiveness and part two refers to the performance among the employees of selected motorcycle company which validated by.

To determine the level of team effectiveness, the following 5 Point Likert type scale was be used:

Scale	Descriptive Equivalent	Interpretation
4.21 – 5.00	Very High	It means that team effectiveness is always practiced.
3.41 – 4.20	High	It means that team effectiveness is often practiced.
2.61 – 3.40	Moderate	It means that team effectiveness is practiced sometimes.
1.81 – 2.60	Low	It means that team effectiveness is less practiced.
1.00 – 1.80	Very Low	It means that team effectiveness is not practiced.

To determine the level of performance, the following 5 Point Liker type scale was be used:

Scale	Descriptive Equivalent	Interpretation
4.21 – 5.00	Very High	It means that performance is very satisfactory.
3.41 – 4.20	High	It means that performance is often satisfactory.
2.61 – 3.40	Moderate	It means that performance is most satisfactory.
1.81 – 2.60	Low	It means that performance is least satisfactory.
1.00 – 1.80	Very Low	It means that performance is not satisfactory.

Data Gathering Procedures

The process of conducting the study involved the following steps:

Seeking Permission to Conduct the Study. The researchers were sent a letter asking permission to the branch manager of motorcycle company in Panabo City to conduct the study.

Validation of the Instrument. The questionnaire validated the experts.

Administration of the Instrument. Upon approval, the researchers personally administered the questionnaire. The distribution was done during their free time. Personal interview was conducted as for clarity of the answers from the respondents.

Retrieval of the Questionnaire. After the researchers' administration of the questionnaire, the data were immediately collect.

Collection of Data. After collecting the questionnaire, it was immediately tallied and subjected to statistical interpretation.

Statistical Treatment of Data

The following statistic tools were used in this study:

Weighted Mean. This was used to determine the level of team effectiveness among the employees of selected motorcycle company.

Pearson-r. This was used to determine the significant relationship between team effectiveness among the employees of selected motorcycle company.

Chapter 4

PRESENTATION AND ANALYSIS OF FINDINGS

This chapter is comprises the presentation, analysis, and interpretation of data relevant to the problem statement queries. The researchers presented the gathered data both in the tabular and textual forms with the corresponding logical description of the result.

Level of Team Effectiveness among the employees Of Selected Motorcycle Company

The level of team effectiveness has been measured in terms of purpose and goals, roles, team processes, team relationships, problem solving, passion and commitment, skills, and learning. The evaluation based on 49 items questions relating to team effectiveness among the selected motorcycle company employees with an overall mean of 4.39 describes as very high. It means that the team effectiveness is always observed. It indicates that the employees in selected motorcycle company implemented great team effectiveness.

Among the seven indicators, skills and learning got the highest mean of 4.48 described as very high, which means that the attitude is always observed. It indicates that the employees have a excellent skills and learning applied to the customer. The lowest indicator is problem solving with the mean of 4.24, also describe as very high, which means that the team effectiveness is always observed. It implies that selected motorcycle companies' employees shall enhance their skills in problem solving to cater to their clients' needs.

Table 1

Level of Team Effectiveness among the Employees

Of Selected Motorcycle Company

A.PURPOSE AND GOAL	Mean	Descriptive Equivalent
1. our team has a meaningful, shared purpose	4.45	Very High
2. we firmly committed to sharing a mission.	4.46	Very High
3. we focus on big-picture strategic issues as much as on day-to-day activities.	4.31	Very High
4. we set and meet challenging goals.	4.29	Very High
5. we consistently produce healthy, measurable results.	4.41	Very High
6. we make sure our works helps the organization achieve its goals.	4.51	Very High
7. the mission and goals of team are well aligned with the organization's mission and goals.	4.53	Very High
Mean	4.41	Very High
B. ROLES		
1. team members clearly understand their roles.	4.45	Very High
2. when an individual's role changes, an intentional effort is made to clarify it for everyone on the team.	4.37	Very High
3. team members understand one another's role.	4.40	Very High
4. everyone values what each member contributes to team.	4.40	Very High
5. team members avoid duplication of effort and make sure they are clear about who is doing what.	4.28	Very High
6. when team members role's change, specific plans are implemented to help them assume their new responsibilities.	4.38	Very High
7. overlapping or shared tasks and responsibilities do not create problems for team members.	4.35	Very High
Mean	4.38	Very High
C. TEAM PROCESSES		
1. team problem solving results in effective solutions	4.40	Very High
2. we address and resolve issues quickly.	4.50	High
3. people on my team are rewarded for team players.	4.41	Very High
4. group meetings are very productive.	4.49	Very High
5. our team works with a great deal or flexibility to adapt to changing needs.	4.50	Very High
6. our team has mechanisms in place to monitor its results.	4.49	Very High
7. when we choose consensus decision-making, we do it effectively.	4.31	Very High
Mean	4.44	Very High
D. TEAM RELATIONSHIPS	Mean	Descriptive Equivalent

1. team members appreciate one another's unique capabilities.	4.51	Very High
2. team members are effective listeners.	4.45	Very High
3. communication in our group is open and honest.	4.40	Very High
4. members of our team trust each other.	4.38	Very High
5. team members help one another deal with problems or resolve issues.	4.42	Very High
6. we can work through differences of opinion without damaging relationships.	4.41	Very High
7. team members display high levels of cooperation and mutual support.	4.37	Very High
Mean	4.42	Very High
E. PROBLEM SOLVING		
1. team members take personal responsibility for effectiveness of our team.	4.31	Very High
2. team members maintain a can-do approach when they encounter frustrating situations.	4.20	High
3. team members take initiative or resolve issues between themselves without involving the team leader.	4.27	Very High
4. we spend very little time complaining about things we cannot control.	4.15	High
5. team members seek and give each other a constructive feedback.	4.22	Very High
6. team members are sure about what is expected of them and take pride in a job well done.	4.24	Very High
7. team members consider how their actions will impact others when deciding what to do.	4.31	Very High
Mean	4.24	Very High
F. PASSION AND COMMITMENT		
1. working in team inspires people to do their best.	4.36	Very High
2. team has a strong team sense of accomplishments related to our work.	4.37	Very High
3. people are proud to be part of our team.	4.42	Very High
4. team members are frequently go beyond what is required and do not hesitate to take initiative.	4.32	Very High
5. as team, we work to attract and retain top performance.	4.38	Very High
6. our team is excited about the contribution it is making to the organization's competitive viability.	4.36	Very High
7. my team is proud of its accomplishments and optimistic about future.	4.11	High
Mean	4.36	Very High

G. SKILLS AND LEARNING		Mean	Descriptive Equivalent
1. we have the skills we need to do our jobs effectively.		4.50	Very High
2. we always ask ourselves, “ how can we do better tomorrow what we did today”.		4.38	Very High
3. as a team, we are continually working to improve cycle time, speed to market, customer responsiveness, or other key performance indicators.		4.44	Very High
4. we view everything, even mistakes, as opportunities for learning and growth.		4.48	Very High
5. we use various forms of training to keep our skills up-to-date.		4.51	Very High
6. team members embrace continuous improvement as a way of life.		4.53	Very High
7. team members work to ensure we are using best-practice methods.		4.55	Very High
Mean		4.48	Very High
Over- All Mean		4.39	Very High
Legend:	Scale	Descriptive Equivalent	
	4.21 - 5.00	Very High	
	3.41 - 4.20	High	
	2.61 - 3.40	Moderate	
	1.81 - 2.60	Low	
	1.00 - 1.80	Very Low	

Furthermore, the first indicator is *purpose and goal* got an overall mean of 4.41, with the descriptive equivalent of very high. This means that the purpose and goal is always practice. It implies that the employee of selected motorcycle company in Panabo City has right purpose and goal to attract and delight customers.

Target setting is a colossally notable thought in work orchestrating and assessment, and essential as a significant piece of various leveled organization generally speaking. Despite the way that it is a normal demonstration of different relationships in every practical sense all pieces of human endeavor, open verification suggests that couple of out of each odd laborer, instructor, head, or affiliation acknowledges how to do it or do it well (Lee, 2015).

The highest item is number 7, with a mean of 4.53 described as very high in purpose and goals through *the team's mission, and plans align with the organization's mission and goals*. It means that team effectiveness is always practice. It indicates that the selected motorcycle company's positive purpose and goals in Panabo City build a relationship with the clients.

Lowest item is number 4, with a mean of 4.29 describe as very high in purpose and goal through *set and meet challenging objectives*. It means that team effectiveness is always practice. It implies that the selected motorcycle company owner in Panabo City shall orient their employees to complete the set goals.

The remaining items are number 1 with the mean of 4.45, described as very high in *team has a meaningful, shared purpose*, number 2 with the

standard of 4.46, described as very high in *strongly committed to sharing a mission*, number 3 with the mean 4.31 describe as very high in *focus on big-picture strategic issues as much as on day-to-day activities*, number 5 with the mean of 4.41 describe as very high *inconsistently produce strong, measurable results* and number 6 with the standard of 4.51 describe as very high in *making sure works helps the organization achieve its goals*. It means that team effectiveness is always practice.

The second indicator is *role* got the overall mean of 4.38 with the descriptive equivalent of very high. It means that the role is always practice. It implies that employees in selected motorcycle company in Panabo City have an impressive role execution.

The highest item is number 1, with a mean of 4.45 describes as very high in *team members clearly understand their roles*. It means that team effectiveness is always practice. It implies that employees in selected motorcycle companies in Panabo City are aware of their assigned tasks and function.

Lowest item is number 5, with the mean 4.28 described as very high in *team members avoid duplication of effort and make sure they are clear about who is doing what*. It means that team effectiveness is always practice. It indicates that the employees shall give more time to support their client's needs.

Other items in this group got the following means: item 2 *when an individual's role changes, an intentional effort is made to clarify it for everyone on the team* got the mean of 4.37 or very high; item 3 *team members*

understand one another's role got the mean of 4.40 or very high; item 4 *everyone values what each member contributes to team* got the mean of 4.40 or very high; item 6 *when team members role's change, specific plans are implemented to help them assume their new responsibilities* got the mean of 4.38 or very high and item 7 *overlapping or shared tasks and duties do not create problems for team members* got the mean of 4.35 or very high.

The third indicator is *team process*, with an overall mean of 4.44 with a very high descriptive equivalent of very high. It means that the team process is always practiced. It implies that employees in selected motorcycle company in Panabo City have an effective process in dealing with the team and the clients.

The highest item is number 5, with the mean of 4.50 described as very high in *team works with a great deal of flexibility to adapt to changing needs*. It means that employees in selected motorcycle company are open in adapting the possible changes of their environment.

Lowest item is number 2, with the mean of 4.5 describe as high in *address and resolve issues quickly*. It indicates that employees understand the situation and provides solution directly.

Other items in this group got the following means: thing one *team problem solving results in effective solutions* got the mean of 4.40 or very high; item 3 *people on my team are rewarded for team players* got the mean of 4.41 or very high; item 4 *group meetings are very productive* got the mean of 4.49 or very high; item 6 *team has mechanisms in place to monitor its*

results got the mean of 4.49 or very high and item 7 *choose consensus decision-making, we do it effectively* got the mean of 4.31 or very high.

The fourth indicator is *team relationship* with an overall mean of 4.42 with the descriptive equivalent. It means that the team relationship is always practice. It implies that the employees of selected motorcycle company have a good relationship with each other.

The highest item is number 1, with the mean of 4.51 is describe as very high in *team members who appreciate one another's unique capabilities*. This implies that employees' admire their colleagues' in terms of their capacity in doing their tasks.

Lowest is number 7, with the mean of 4.37 describe as very high in *team members display high levels of cooperation and mutual support*. It implies that the employees in selected motorcycle company show mediocre collaboration and engagement with their co-workers.

Other item in this indicator got the following mean: item number 2 *team members are effective listeners* got the mean of 4.45 or very high; item number 3 *communications in our group is open and honest* got the mean of 4.40 or very high; item number 4 *members of our team trust each other* got the mean of 4.38 or very high; item number 5 *team members help one another deal with problems or resolve issues* got the mean of 4.41 or very high; item number 6 *able to work through differences of opinion without damaging relationships* got the mean of 4.41 or very high.

The fifth indicator is *problem-solving* got an overall mean of 4.24 with a very high descriptive equivalent. This means that problem solving is always practice. It implies that situational problems always come up come up with a better solution and are addressed well.

The highest item 1, with the mean of 4.31 as describe as very high in problem solving through *team members take personal responsibility for effectiveness of our team* and item number 7 with the mean 4.31 or very high in *team members consider how their actions will impact others when deciding what to do*. It means that team effectiveness is always practice. It indicates that employees are accountable not only with their action but also in decision making involving with the company.

Lowest item is number 4 with the mean of 4.15 describe as high in *spend very little time complaining about things we cannot control*. It means that team effectiveness is often practice. It implies that employees in selected motorcycle companies do not take every detail of the problem seriously and just let things according to what it needs.

The remaining items are number 2 with the mean of 4.20 describe as high in *team members maintain a can-do approach when they encounter frustrating situations*, number 3 with the mean of 4.27 or very high in *team members take initiative or resolve issues between themselves without involving the team leader*, number 5 with the mean of 4.22 or very high in *team members seek and give each other a constructive feedback*, and number 6 with the mean of 4.24 or very high in *team members are sure about*

what is expected of them and take pride in a job well done. it means that the team effectiveness is always practice.

The sixth indicator is *passion and commitment* got overall mean of 4.36 with the descriptive equivalent. It means that passion and commitment are always practice. It implies that selected motorcycle company has employees that are true to their love and committed to their job.

The highest item is number 3, with the mean of 4.42 describe as very high in *people are proud to be part of our team.* It means that team effectiveness is always practice. It implies that selected motorcycle companies have employees who display happy and contented to be in their respective teams.

Lowest item is number 7, with the mean of 4.11 describes as high in *team is proud of its accomplishments and optimistic about the future.* It means that team effectiveness is often practice. It implies that selected motorcycle company is positive thinker and glad with whatever they acquired.

Other items in this group got the following mean: item number 1, *working in team inspires people to do their best* got the mean of 4.36 or very high; item number 2 *team has a strong team sense of accomplishments related to our work,* got the mean of 4.37 or very high; item number 4 *team members are frequently go beyond what is required and do not hesitate to take initiative* called the standard of 4.32 or very high; item number 5 *as team, we work to attract and retain top performance* got the mean of 4.38 or very high and item number 6 *team is excited about the contribution it is making to the organization's competitive viability* got the mean of 4.36 or very high.

The seventh indicator is *skilled and learning* with an overall mean of 4.48 with a very high descriptive equivalent. It means that skills and learning is always practice. It implies that selected motorcycle companies have employees that has a competitive talent and can comprehend well.

The highest item is number 7, with the mean of 4.55 describe as very high in *team members' work to ensure we are using best-practice methods*. It means that team effectiveness is always practice. It implies that selected motorcycle company in Panabo City ensures that their methods are practical and efficient to provide a quality services.

Lowest item is number 2 with the mean of 4.38 describe as very high in *always ask ourselves, "How can we do better tomorrow what we did today"*. It indicates that employees show concerns and awareness on how their services and practices become better each day.

The remaining items in this group got the following mean: item number 1 *have the skills we need to do our jobs effectively* got the mean of 4.50 or very high; item 3 *as a team, we are continually working to improve cycle time, speed to market, customer responsiveness, or other key performance indicators* got the mean of 4.44 or very high; item 4 *view everything, even mistakes, as opportunities for learning and growth* got the mean of 4.48 or very high; item 5 *use various forms of training to keep our skills up-to-date* got the mean of 4.51 or very high and item 6 *team members embrace continuous improvement as a way of life* called the standard of 5.53 of very high.

Level of Performance among the employees of Selected Motorcycle Company

Presented in Table 3 is the level of client satisfaction got the overall mean of 4.34 with the descriptive equivalent of very high. This means that client satisfaction is very high.

Customer satisfaction is dynamic and relative. Just the idea customer-driven can enable relationship to improve happiness and keep customers amazingly, then again, in case contenders improve customer commitment, it may be disaster corporate customers. While improving client enduring quality, customer needs should watch. Affiliation quality, thing quality, and energizing force for money have a poor invaluable outcome on customer commitment. Ace satisfaction is equally fundamental before achieving customer devotion. In case specialists have a valuable result, they can recognize an essential activity to manufacture buyer's perseverance level (Gajjar 2013).

The level of Performance has measured in terms of Customer Satisfaction and Turnover Intention. The evaluation based on 20 items questions relating to Performance among the employees of selected motorcycle company in Panabo City with an overall mean of 4.05 describe as high. It means that Performance is often practiced. It indicates that employees in selected motorcycle company are not giving their one hundred percent performance to their clients.

Table 2**Level of Performance among the Employees of Selected Motorcycle Company**

Clients Satisfaction		Mean	Descriptive Equivalent
1. service delivery is as per customer expectation.		4.48	Very High
2. quality of service keeps customers loyal, and hence repeated visits take place.		4.44	Very High
3. organization minutely considers the customer feedback and suggestions.		4.49	Very High
4. commitment to improve the quality of service.		4.56	Very High
5. employees are trained in their respective functional areas.		4.45	Very High
Mean		4.49	Very High
B. TURNOVER INTENTION			
1. often think about quitting current job as soon as possible.		3.66	High
2. planning for a new job next year.		3.42	High
3. intend to leave the present job after 3 years.		3.42	High
4. wish to stay with this organization shortly.		4.12	High
5. wish to leave the organization shortly.		3.42	High
Mean		4.05	High
Over- All Mean			High
Legend:	Scale	Descriptive Equivalent	
	4.21 - 5.00	Very High	
	3.41 - 4.20	High	
	2.61 - 3.40	Moderate	
	1.81 - 2.60	Low	
	1.00 - 1.80	Very Low	

The highest indicator of dependent variable, customer satisfaction, got the overall mean of 4.49 with the very high descriptive equivalent. It means that customer satisfaction is always practiced. It indicates that employees in selected motorcycle company values the customer and provide their service according to their needs. The lowest indicator is turnover intention with the mean of 3.61 describe as high, which means that performance is often observed. It implies that selected motorcycle company does not have employees who are starting to have more concerns about their company's status.

Furthermore, in the first indicator, customer satisfaction got an overall mean of 4.49, with a very high the descriptive equivalent. This means that customer satisfaction is always observed. It implies that employees in selected motorcycle company values the customer and provide services according to the needs of their customer.

Customer satisfaction is thoroughly described as a differentiation between customer's wants and experience execution in the wake of using a help at a particular period. It moreover fuses that the triumph and the upkeep of customers in the brought earth-shattering scene up in which the affiliations are displayed on have blunted as a crucial test for the comprehensive network who interest the foundation of an entire arrangement association with their customers (Mosahab, Mahamad and Ramayah, 2010).

Highest item is item 4 got a mean of 4.56 with the descriptive equivalent of very high in *commitment to improve the service quality*. It

indicates that performance is always observed. It implies that selected motorcycle company is continuously improving their services to their clients.

The lowest mean, which is item number 2 in *quality of service, keeps customers loyal, and hence repeated visits take place* got the mean of 4.44 with the descriptive equivalent of very high. It indicates that performance is always observed. It suggests that the outcome of their good services is positive and may lead to repeated clients.

The remaining items in the table revealed item no. 1, 3 and 5 got the mean 4.48, 4.49 and 4.45, respectively, with the very high descriptive equivalent. Performance is *service delivery based on customer expectations; the organization minutely considers the customer feedback and suggestions, and employees are trained in their respective functional areas.*

The second indicator is turnover intentions got the mean of 3.61 with the descriptive equivalent of high. It means that turnover intentions are often practice. It implies that selected motorcycle company does not have employees who are starting to have more concerns about their company's status.

The highest item is number 4 with the mean of 4.12 describe as high in *wish to stay with this organization shortly.* It means that performance is often observed. It implies that employees of selected motorcycle are contented and are happy and even willing to stay long with their current company.

Lowest item is numbers 1 with the mean of 3.66 or high in *often think about quitting a current job as soon as possible* and 2, 3 and 5 having the

same standard of 3.42 in *planning for a new job next year, intend to leave the present job after 3 years and wish to leave the organization shortly* describe as high respectively. It means that performance is often observed. It implies that employees are not really into finding new opportunities and are currently satisfy with their job.

Other items in this group got the following means: item 3 *can satisfy the implied needs of their clients* got the mean of 4.38 or very high; item 4 *has a strong focus on client's needs* got the mean of 4.31 or very high and item 5 *continuously appraise their service quality* got the mean of 4.33 or very high.

Performance is an efficient general and irregular technique that overviews an individual laborer's action and benefit in association with specific pre-developed criteria and legitimate objectives. Execution assessments are consistently seen as a technique for giving analysis and prizes to meeting execution targets, all of which have been associated with past research. In numerous affiliations, individuals are assessed without express notification of their gathering commitments, and rewards and various prizes rely upon these individual assessments. Believe it or not, various laborers serve on gatherings; anyway, their show in the gathering might even come up expressly in their introduction assessment (Brown, 2009).

Significant Relationship between Team Effectiveness and Performance Among the Employees of Selected Motorcycle Company

The significant relationship between team effectiveness and performance has shown in Table 3. The computed r-value is 0.418 with P-value of 0.000, which is less than 0.05 level of significance. Thus, the null hypothesis was rejected. This only implies that there is a significant relationship between team effectiveness and performance. Team effectiveness has become an aspect of performance. Highly effective teams have proven to establish good working performance and potentially achieve greater outcomes since conflicts within teams are minimized (Demkin 2008).

Table 3**Significant Relationship between Team Effectiveness and Performance
among the Employees of Selected Motorcycle Company**

Correlation coefficient	
	Performance
Team Effectiveness	0.418**

P- value (0.000) < 0.05

Chapter 5

SUMMARY OF FINDINGS, CONCLUSION, AND RECOMMENDATION

This chapter, presented in the summary of findings, conclusions, and recommendations drawn by the researchers from the study's result.

Findings

The findings of the study are the following:

1. The overall mean rating obtained by the team effectiveness is 4.39 interpreted as always practiced.
2. The overall mean rating acquired by performance is 4.05 interpreted as very satisfactory.
3. The computed r-value is 0.418, and the P- value is 0.000, which is less than 0.05 level of significance. Thus, the null hypothesis is rejected.

Conclusion

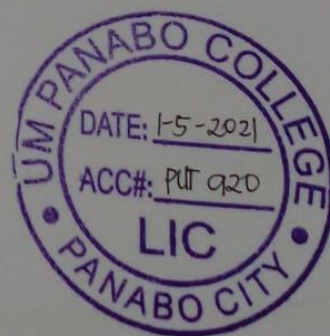
Based on the findings, the following conclusions are drawn.

1. The level of team effectiveness is very high.
2. The level of performance among the employees of selected motorcycle company is very high.
3. There is a significant relationship between team effectiveness and performance among the employees of selected motorcycle company in.

Recommendation

Based on the findings and conclusions of the study, the following recommendations are drawn.

1. Selected Motorcycle Company in Panabo City may have a program that tests its employees' ability to solve a problem to determine their capabilities in possible situations that they might encountered in the future.
2. Selected Motorcycle Company in Panabo City may understand and consider their policies, including the rules and regulation, the management, and even the covered employment compensation and other factors that may affect the employees' intention whether to stay in the company or not.
3. Future regulations may conduct the same study with another variable or indicator to ascertain the findings on team effectiveness and performance.



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APPENDICES

APPENDIX A-1

Letter of Permission to Conduct the Study

March 5, 2020

VELMAR BASINANG

Branch Manager

Premio Corp.

Dupoint Management Corporation Bldg. Prk. Mangga, Sto Niño, Panabo City

Dear Sir:

The undersigned are BSBA student of UM Panabo College major in Human Resource who are currently working on our thesis entitled **"TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY"** as one of the requirements of the course.

In line with this, we would like to ask permission from your office to allow us to conduct a survey in your company, the data that will be gathered and will be used for the aboved mentioned study.

Rest assure that the data will be dealt with outmost confidentiality.

Your favorable response is highly valued and appreciated.

Thank you and more power.

Respectfully yours,

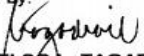

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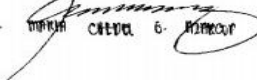

NORMAN ALMACHAR


MICK FRANCOIS AYANGCO

Researchers

Noted by:


DR. CELSO L. TAGADIAD
Thesis Adviser

received by: 
MISHA CECILIA G. ALMACOR

APPENDIX A-2

Letter of Permission to Conduct Study

March 5, 2020

RAYMART B. REVILLEZA

Branch Manager
Transcycle
Prk. Puso, Gredu, Panabo City (Karen Nacario Building)

Dear Sir:

The undersigned are BSBA student of UM Panabo College major in Human Resource who are currently working on our thesis entitled "**TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY**" as one of the requirements of the course.

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Your favorable response is highly valued and appreciated.

Thank you and more power.

Respectfully yours,

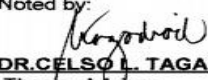

LUZ ONGCOY


NORMAN ALMACHAR

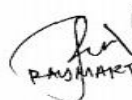

MICK FRANCOIS AYANGCO

Researchers

Noted by:


DR. CELSOL L. TAGADIAD
Thesis Adviser

RECEIVED BY:


RAYMART

REVIEWER

APPENDIX A-3

Letter of Permission to Conduct Study

March 5, 2020

KEEMPER JEAN A. IGNACIO
Branch Manager
Ropali Motorcycles and Scooters
Prk. Alogbati, Gredu, Panabo City (Marvin Malia Bldg.)

Dear Ma'am:

The undersigned are BSBA student of UM Panabo College major in Human Resource who are currently working on our thesis entitled "**TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY**" as one of the requirements of the course.

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Rest assure that the data will be dealt with outmost confidentiality.

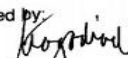
Your favorable response is highly valued and appreciated.

Thank you and more power.

Respectfully yours,

LUZ ONGCOY
NORMAN ALMACHAR
MICK FRANCOIS AYANGCO
Researchers

RECEIVED BY:  RENE R. CONSTANTINO

Noted by:

DR. CELSO L. TAGADIAD
Thesis Adviser

APPENDIX A-4

Letter of Permission to Conduct Study

March 5, 2020

DEXTER B. REZANE
Branch Manager
Bykehaus Inc.
Prk. Atis Sto. Niffo, Panabo City

Dear Sir:

The undersigned are BSBA student of UM Panabo College major in Human Resource who are currently working on our thesis entitled "**TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY**" as one of the requirements of the course.


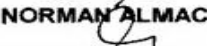

In line with this, we would like to ask permission from your office to allow us to conduct a survey in your company, the data that will be gathered and will be used for the aboved mentioned study.

Rest assure that the data will be dealt with outmost confidentiality.

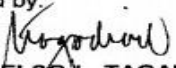
Your favorable response is highly valued and appreciated.

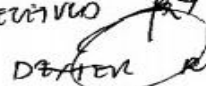
Thank you and more power.

Respectfully yours,


LUZ ONGCOY

NORMAN ALMACHAR

MICK FRANCOIS AYANGCO
Researchers

Noted by:


DR. CELSO L. TAGADIAD
Thesis Adviser

received by :

DEXTER REZANO

APPENDIX A-5

Letter of Permission to Conduct Study

March 5, 2020

RAMEL S. ETULLE
Branch Manager
Wheeltek Motor Sales Corporation
National Highway, Prk. Alogbati , Gredu ,Panabo City

Dear Sir:

The undersigned are BSBA student of UM Panabo College major in Human Resource who are currently working on our thesis entitled "**TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY**" as one of the requirements of the course.


In line with this, we would like to ask permission from your office to allow us to conduct a survey in your company, the data that will be gathered and will be used for the aboved mentioned study.

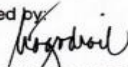
Rest assure that the data will be dealt with outmost confidentiality.

Your favorable response is highly valued and appreciated.

Thank you and more power.

Respectfully yours,


LUZ ONGCOY
NORMAN ALMACHAR
MICK FRANCOIS AYANGCO
Researchers

Noted by:

DR. CELSO L. TAGADIAD
Thesis Adviser


HULDAN E. LIN

APPENDIX A-6**Letter of Permission to Conduct Study**

March 5, 2020

JOEVEN DEVELOS
Branch Manager
Marbel Universal Trading, Inc.
Prk.Mangga, Sto. Niño, Panabo City (Namuag Bldg.)

Dear Sir:

The undersigned are BSBA student of UM Panabo College major in Human Resource who are currently working on our thesis entitled "**TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY**" as one of the requirements of the course.


In line with this, we would like to ask permission from your office to allow us to conduct a survey in your company, the data that will be gathered and will be used for the aboved mentioned study.

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Your favorable response is highly valued and appreciated.

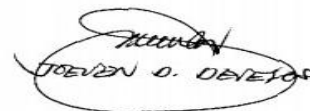
Thank you and more power.

Respectfully yours,


LUZ ONGCOY
NORMAN ALMACHAR
MICK FRANCOIS AYANGCO
Researchers

Noted by:

DR. GELSO L. TAGADIAD
Thesis Adviser


JOEVEN O. DEVELOS

APPENDIX B-1

Letter of validation

October 23, 2019

LEAVIC MAGHANOY
Professor
UM Panabo College
Panabo City

10/23/19 2:45 P.M. *LM*

Dear Ma'am;

Good day!

The undersigned would like to request your approval to be evaluators in the research study entitled "**Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City**" As the requirements for the degree, BSBA Major in Human Resource Management. Undoubtedly, your expertise would make the instrument rich and substantive in content.

Attached to this request is the validation sheet and the modified research instrument. Your comments and suggestion will be a great help the realization of this study.

Looking forward for your favorable response on this request.

Thank you and God Bless!

Respectfully yours,

Luz Z. Ongcoy
Luz Z. Ongcoy

Norman Almachar
Norman Almachar

Mick Francois Ayangco
Mick Francois Ayangco
Researchers

Noted by:

Dr. Celso Tagadiad
Dr. Celso Tagadiad
Research Adviser

APPENDIX B-2
Letter of Validation

November 28, 2019

DR. AMELIE L. CHICO
Research Coordinator
UM Panabo College
Panabo City

Dear Ma'am,

Good day!

The undersigned would like to request your approval to be evaluators in the research study entitled "**Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City**" As the requirements for the degree, BSBA Major in Human Resource Management. Undoubtedly, your expertise would make the instrument rich and substantive in content.

Attached to this request is the validation sheet and the modified research instrument. Your comments and suggestion will be a great help the realization of this study.

Looking forward for your favorable response on this request.

Thank you and God Bless!

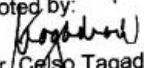
Respectfully yours,

Luz Z. Ongcoy

Norman Almachar

Mick Francis Ayangco
Researchers


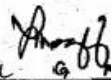
Noted by:


Dr. Celso Tagadiad
Research Adviser

Letter of Validation


APPENDIX C-1

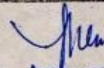
Questionnaire Validation Sheet

 The University of Mindanao	RESEARCH AND PUBLICATION CENTER [] Main [x] Branch <u>Parabo</u> QUESTIONNAIRE VALIDATION SHEET						
Title of Research: <u>Team Effectiveness and Performance Among Selected Employees of Intreacut</u> Proponents: <u>LIA Doreen Norman Almorador and Nick Angido (Companies in Parabo City)</u>							
To the Evaluator: Please check the appropriate box for your ratings. Point Equivalent: 5 – Excellent 2 – Fair 4 – Very Good 1 – Poor 3 – Good							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">5</td> <td style="width: 10%; text-align: center;">4</td> <td style="width: 10%; text-align: center;">3</td> <td style="width: 10%; text-align: center;">2</td> <td style="width: 10%; text-align: center;">1</td> </tr> </table>		5	4	3	2	1
	5	4	3	2	1		
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>			/			
		/					
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>				/		
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3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>			/			
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4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>			/			
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5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>			/			
		/					
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>			/			
		/					
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 10%; text-align: center;">/</td> <td style="width: 10%;"></td> <td style="width: 10%;"></td> </tr> </table>				/		
			/				
<div style="display: flex; align-items: center; justify-content: center;">  <div style="text-align: center;"> <u>Wendell G. Almorador</u> Signature Above Printed Name </div> </div>							

APPENDIX C-2

Questionnaire Validation Sheet

 The University of Mindanao	RESEARCH AND PUBLICATION CENTER [] Main [] Branch QUESTIONNAIRE VALIDATION SHEET
Title of Research: <u>Team Effectiveness and Performance Among Selected Employees</u> Proponents: <u>Luz Ordoñez, Masarin Almorchar and Mike Aganga</u> of <u>Motorcade companies in</u> <u>Paradeo City</u>	
To the Evaluator: Please check the appropriate box for your ratings. Point Equivalent: 5 – Excellent 2 – Fair 4 – Very Good 1 – Poor 3 – Good	
	5 4 3 2 1
1. CLARITY OF DIRECTION AND ITEMS The vocabulary level, language structure and conceptual level of the questions suit the level of respondents. The test directions and items are written in clear and understandable manner.	<input checked="" type="checkbox"/>
2. PRESENTATION/ORGANIZATION OF ITEMS The items are presented and organized in logical manner.	<input checked="" type="checkbox"/>
3. SUITABILITY OF ITEMS The items appropriately represent the substance of the research. The questions are designed to determine the conditions, knowledge, perceptions and attitude that are supposed to be measured.	<input checked="" type="checkbox"/>
4. ADEQUATENESS OF ITEMS PER CATEGORY The items represent the coverage of the research adequately. The number of questions per area category is representative enough of all the questions needed for the research.	<input checked="" type="checkbox"/>
5. ATTAINMENT OF PURPOSE The instrument as a whole fulfills the objectives for which it was constructed.	<input checked="" type="checkbox"/>
6. OBJECTIVITY Each item questions require only one specific answer or measures only one behavior and no aspect of the questionnaire suggest bias on the part of the researcher.	<input checked="" type="checkbox"/>
7. SCALE AND EVALUATION RATINGS SYSTEM The scale adapted is appropriate for the items.	<input checked="" type="checkbox"/>


DR. AMELIE L. CHICA
 Signature Above Printed Name

APPENDIX D

SURVEY QUESTIONNAIRE

ON

TEAM EFFECTIVENESS AND PERFORMANCE AMONG SELECTED EMPLOYEES OF MOTORCYCLE COMPANIES IN PANABO CITY

(London Leadership Academy, Nd)

PART 1. PROFILE OF RESPONDENTS

Name (Optional): _____ Position: _____

Name _____ of _____ the _____ Business: _____

Date: _____

Instruction: Below are the questions to measure the service management practices. Please put a check mark (/) appropriate to your answer using given scale .

5- Strong Agree 4- Agree 3- Neither Agree or Disagree

2- Disagree 1-Strongly Disagree

PART 2. TEAM EFFECTIVENESS

A.PURPOSE AND GOAL	5	4	3	2	1
1.Our team has a meaningful, shared purpose					
2. We strongly committed to shared a mission.					
3.We focus on big-picture strategic issues as much as on day-to-day activities.					
4. We set and meet challenging goals.					
5. We consistently produce strong, measurable results.					
6. We make sure our works helps the organization achieve its goals.					

7.The mission and goals of team are well aligned with the organization's mission and goals.					
---	--	--	--	--	--

B. ROLES	5	4	3	2	1
1.Team members clearly understand their roles.					
2.When an individual's role changes, an intentional effort is made to clarify it for everyone on the team.					
3. Team members understand one another's role.					

4. Everyone values what each member contributes to the team.					
5. Team members avoid duplication of effort and make sure they are clear about who is doing what.					
6. When team members role's change, specific plans are implemented to help them assume their new responsibilities.					
7.Overlapping or shared tasks and responsibilities do not create problems for team members.					

C.TEAM PROCESSES	5	4	3	2	1
1.Team problem solving results in effective solutions					
2.We address and resolve issues quickly.					
3.People on my team are rewarded for being team players.					
4. Group meetings are very productive.					
5.Our team works with a great deal of flexibility so that we can adapt to changing needs.					
6.Our team has mechanisms in place to monitor its results.					
7. When we choose consensus decision-making, we do it effectively.					

D. PROBLEM SOLVING	5	4	3	2	1
1.Team members take personal responsibility for effectiveness of our team.					
2.Team members maintain a can-do approach when they encounter					

frustrating situations.					
3.Team members take initiative or resolve issues between themselves without involving the team leader.					
4. We spend very little time complaining about things we cannot control.					
5.Team members seek and give each other a constructive feedback.					

6. Team members are sure about what is expected of them and take pride in a job well done.					
7.Team members consider how their actions will impact others when deciding what to do.					

E. PROBLEM SOLVING	5	4	3	2	1
1.Team members take personal responsibility for effectiveness of our team.					
2.Team members maintain a can-do approach when they encounter frustrating situations.					
3.Team members take initiative or resolve issues between themselves without involving the team leader.					
4. We spend very little time complaining about things we cannot control.					
5.Team members seek and give each other a constructive feedback.					
6. Team members are sure about what is expected of them and take pride in a job well done.					
7.Team members consider how their actions will impact others when deciding what to do.					

F. SKILLS ANF LEARNING	5	4	3	2	1
1. We have the skills we need to do our jobs effectively.					
2.We always ask ourselves, “ how can we do better tomorrow what we did today”.					
3.As a team, we are continually working to improve cycle time, speed to market, customer responsiveness, or other key performance indicators.					
4.We view everything, even mistakes, as					

opportunities for learning and growth.					
5.We use various forms of training to keep our skills up-to-date.					
6.Team members embrace continuous improvement as a way of life.					
7.Team members work to ensure we are using best-practice methods.					

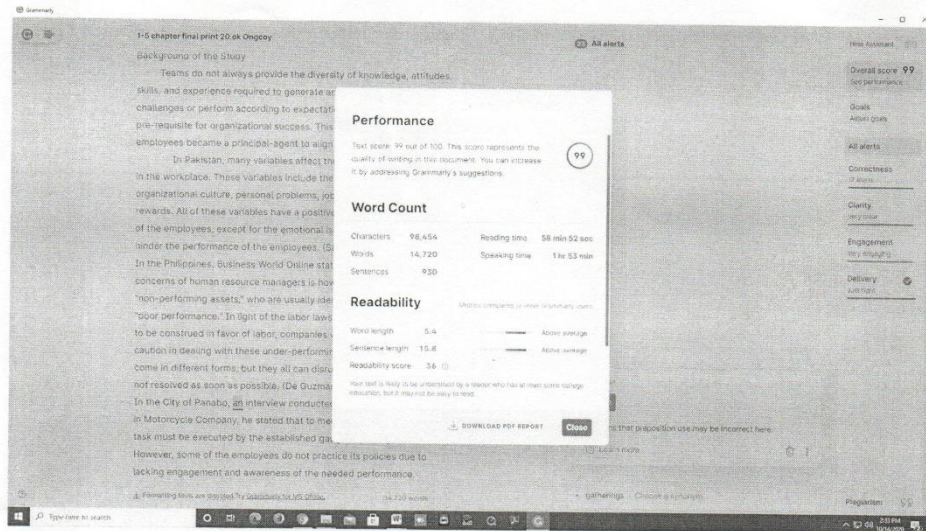
PART 3. Performance

A. CUSTOMER SATISFACTION	5	4	3	2	1
1.Service delivery is as per customer expectation.					
2. Quality of service keeps customers loyal and hence repeated visits take place.					
3. Organization minutely considers the customer feedback and suggestions.					
4.Commitment to improve the quality of service.					
5.Employees are trained in their respective functional areas.					

B. TURNOVER INTENTION	5	4	3	2	1
1.Often think about quitting current job as soon as possible.					
2.Planning for a new job next year.					
3. Intend to leave the present job after 3 years.					
4.I wish to stay with this organization in the near future.					
5. I wish to leave the organization in the near future.					

APPENDIX E

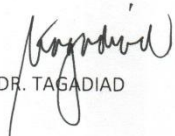
GRAMMARLY CERTIFICATION



CONGRATULATIONS

ONGCOY/ALMACHAR/AYANGCO

99%


DR. TAGADIAD

APPENDIX F


Certificate of Appearance



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the TRUMPH MOTORCYCLE CORP. and conducted ^{FIELD} RESEARCH (Name of Office/Agency) (State activity) in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City" during the period _____ (State inclusive dates)

TADE 
Name and Signature of Authorized Personnel




UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the Bultchous, Inc. and conducted Survey (Name of Office/Agency) (State activity) in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City" during the period _____ (State inclusive dates)

Jefferson 
Name and Signature of Authorized Personnel



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the
GV APPLIANCE CORP. and conducted SURVEY
(Name of Office/Agency) (State activity)
in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected
Employees of Motorcycle Companies in Panabo City"
during the period _____
(State inclusive dates)

Sandra Mea Macapili
Name and Signature of Authorized Personnel



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the
DYKEMANS, INC. and conducted SURVEY
(Name of Office/Agency) (State activity)
in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected
Employees of Motorcycle Companies in Panabo City"
during the period _____
(State inclusive dates)

DEBRA B. REZANO
Name and Signature of Authorized Personnel



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the

Motivation Depot, Inc. and conducted Survey
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance among Selected Empls
during the period 2/20/20 of Motorcycle Companies in Panabo City"
(State inclusive dates)

LEVAN MATIRA

=====
Name and Signature of Authorized Personnel
=====



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City



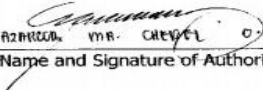
UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

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PREMIO CORPORATION and conducted Survey
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City"
during the period 02-20-20
(State inclusive dates)


Name and Signature of Authorized Personnel



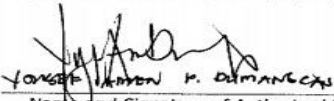
UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the

TRANS CYCLE and conducted Survey
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City"
during the period 2/21/20
(State inclusive dates)


Name and Signature of Authorized Personnel

Certificate of Appearance

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WHEELER and conducted Shreve
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City"
during the period _____
(State inclusive dates)

RICKY G. DUZ
Name and Signature of Authorized Personnel

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the

Motor Balls Corporation and conducted Shreve
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected Employees of Motorcycle Companies in Panabo City"
during the period _____
(State inclusive dates)

John Paul C. Porlanas
Name and Signature of Authorized Personnel

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the

MMTI and conducted _____
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected
Employees of Motorcycle Companies in Panabo City"
during the period 02/13/20
(State inclusive dates)

[Signature]
Name and Signature of Authorized Personnel



UM Panabo College
Research Office
Arguelles St., San Francisco
Panabo City

Certificate of Appearance

This is to certify that the students whose names are listed below have appeared at the

_____ and conducted _____
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among
Selected Employees of Motorcycle Companies in Panabo City"
during the period _____
(State inclusive dates)

Name and Signature of Authorized Personnel



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Arguelles St., San Francisco
Panabo City



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Arguelles St., San Francisco
Panabo City

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TRUMPI MOTORCYCLE CORP.
~~DAAA GRACE SANTOS~~ and conducted FIELD RESEARCH
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected
Employees of Motorcycle Companies in Panabo City"
during the period _____
(State inclusive dates)

SANTOS DONNA GRACE G.

Name and Signature of Authorized Personnel



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Research Office
Arguelles St., San Francisco
Panabo City

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This is to certify that the students whose names are listed below have appeared at the

TRUMPI and conducted _____
(Name of Office/Agency) (State activity)

in relation to their thesis/FS entitled "Team Effectiveness and Performance Among Selected
Employees of Motorcycle Companies in Panabo City"
during the period 2-13-2020
(State inclusive dates)

DEPILLA MICHAEL

Name and Signature of Authorized Personnel

PLAGIARISM TEST



ONGCOY ALMACHAR AYANGCO

CONGRATULATIONS YOU PASSED THE PLAGIARISM (16 PERCENT)


DR. AMELIE L. CHICO
 RESEARCH COORDINATOR



NORMAN B. ALMACHAR

Purok Durian, Barangay Sto. Niño, Panabo City, Davao del Norte

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Personal Background

Date of Birth: January 24, 1994
Place of Birth: Davao City
Gender: Male
Civil Status: Single
Father's Name: Ruel Almachar
Mother's Name: Vilma Almachar

Educational Background

- **Tertiary Education: UM Panabo College**
Address: Arguilles Street, Panabo City
Degree Program: Bachelor of Science in Business Administration
Major in Human Resource Management
Year started- Year ended: 2016-2020
- **Secondary Education: Francisco National High School**
Address: Brgy. San Francisco, Panabo City
Year started- Year ended: 2006-2010
- **Elementary Education: Sto. Niño Elementary School**
Address: Brgy. Santo Niño, Panabo City
Year started- Year ended: 2001-2006

Organizational Affiliation

- **Junior People Management Association of the Philippines (JPMAP)**

UM Panabo College

Member 2018-2021

Trainings and Seminars

- HIV/ AIDS Awareness Seminar
UM Panabo College
February 17, 2018
- Government Internship Program
Social Security System
May 31, 2019
- Regional Youth Convention (RYC)
“Strengthen the Value of Human Resource in the Millennial Perspective”
Big 8, Corporate Hotel, Tagum City
October 21, 2018



MICK FRANCOIS D. AYANGCO

Niceville Subdivision, Panabo City, Davao del Norte

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0917 475 6702

Personal Background

Date of Birth: November 18, 1992
 Place of Birth: Ricky District, Tadeco, Davao del Norte
 Gender: Male
 Civil Status: Single
 Father's Name: Crispin S. Ayangco, Jr.
 Mother's Name: Lilibeth D. Ayangco

Educational Background

- **Tertiary Education: UM Panabo College**
 Address: Arguilles Street, Panabo City
 Degree Program: Bachelor of Science in Business Administration
 Major in Human Resource Management
 Year started- Year ended: 2016-2020
- **Secondary Education: North Davao Colleges**
 Address: New Site, Gredu, Panabo City
 Year started- Year ended: 2006-2010
- **Elementary Education: Santo Niño Elementary School**
 Address: Brgy. San Francisco, Panabo City
 Year started- Year ended: 2002-2006

Organizational Affiliation

- Junior People Management Association of the Philippines (JPMAP)
 UM Panabo College
 Member
 2018-2021

Trainings and Seminars

- People Management Association of the Philippines (PMAP)
21ST Mindanao Summit, Davao Chapter
SMX Convention Center, SM Lanang Premier, Davao City
October 10-11, 2019
- Breaking Down the Barriers
UM Panabo City
September 8, 2018
- HIV/ AIDS Awareness Seminar
UM Panabo College
February 17, 2018



LUZ Z. ONGCOY

Purok #4, New Katipunan Sto Tomas, Davao del Norte

luzongcoy26@gmail.com

0930 006 9161

Personal Background

Date of Birth: January 1, 1994
 Place of Birth: Kapalong, Davao del Norte
 Gender: Female
 Civil Status: Single
 Father's Name: Loreto C. Ongcoy
 Mother's Name: Vicenta Z. Ongcoy

Educational Background

- **Tertiary Education: UM Panabo College**
 Address: Arguilles Street, Panabo City
 Degree Program: Bachelor of Science in Business Administration
 Major in Human Resource Management
 Year started- Year ended: 2016-2020
- **Secondary Education: Sto. Tomas National High School**
 Address: Menzi, Sto.Tomas Davao Del Norte
 Year started- Year ended: 2006-2010
- **Elementary Education: New Katipunan Elementary School**
 Address: Brgy.New Katipunan, Sto. Tomas Davao del Norte
 Year started- Year ended: 2001-2006

Organizational Affiliation

- Junior People Management Association of the Philippines (JPMAP)

UM Panabo College
Member 2018-2021

Trainings and Seminars

- Mandatory 8-hours Safety and Health Seminar
Jollibee Panabo City
October 14-15, 2019
- HIV/ AIDS Awareness Seminar
UM Panabo College
February 17, 2018
- True Love Waits Seminar
Um Panabo College
February 10, 2018
- Cyber Bullying and Social Media Education Seminar
Um Panabo College
March 3, 2018
- Civic Welfare Training Service (CWTS)
Component of the National Service Training Program (NSTP)
Um Panabo College
March 24, 2018

