

**THE IMPACT OF TEAM SPIRIT, TEAM TRUST, REWARDS AND
RECOGNITION ON TEAM PERFORMANCE**



by

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ABSTRACT

Nowadays, the organizations are worldwide determined to improve the effectiveness of their performance in order to be globally competitive. Due to this the organizations realized importance of team spirit, team trust, rewards and recognition as major tools of performance which are lead them improve performance and productivity in the industry and market. Hence the study seeks to identify the impact of team spirit, team trust, rewards and recognition on team performance. The main objective of the study was to identify whether the team spirit, team trust, rewards and recognition positively or negatively impact on team performance in selected apparel companies in Nuwara-Eliya. The data for this study was collected through administered questionnaires from two apparel companies in Nuwara-Eliya. Data was collected from 279 individuals who comprised a total of 13 teams from these companies. Data were analysed and evaluated by univariate and bivariate techniques.

This study considers team spirit, team trust, rewards and recognition as independent variables and team performance as dependent variable. The result indicated that the team spirit, team trust, rewards and recognition and team preformation were high level in selected in apparel companies. At the same time the study shows that team spirit, team trust, rewards and recognition is positively impact on team performance. The findings of this study have various managerial implications for other apparel companies and other organizations.

Keywords: *Team Spirit, Team Trust, Rewards and Recognition, Team Performance*

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