

**THE IMPACT OF TEAM SPIRIT, TRUST, REWARD AND  
RECOGNITION ON TEAM PERFORMANCE IN TEA  
INDUSTRIES IN BADULLA DISTRICT**

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## Abstract

Nowadays, the organizations are worldwide striving to improve the effectiveness of their performance in order to be globally competitive. Due to this the organizations realized importance of team spirit, trust, reward and recognition as a major tools of performance which are lead them to improve performance and productivity in the industry and market. Hence, the study seeks to identify the impact of team spirit, trust, reward and recognition on team performance. The main objective of the study was to identify whether the team spirit, trust, reward and recognition positively or negatively impact on team performance in selected tea industries in Badulla District. The data for this study was collected through 124 self-administered questionnaires from six Tea Industries in Badulla District. Data were analyzed and evaluated by univariate and bivariate techniques.

This study considers team spirit, trust, reward and recognition as independent variables and team performance as dependent variable. At the same time the study shows that team spirit, trust, reward and recognition is positively impact on team performance. The study recommends that to adapt team spirit, trust, reward and recognition activities in organizations they will enhance the team performance. The findings of this study have various managerial implications for other Tea industries and other organizations.

**Keywords:** Team Performance, Team Spirit, Trust, Reward and Recognition, Tea Industry

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