

The Effect of Teamwork on Employee Performance in Some Selected Private Banks in Mogadishu-Somalia

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ABSTRACT

Purpose – This study was intended to examine the effect of teamwork on employee performance in some selected private banks in Mogadishu-Somalia. Therefore, the research has the following specific objectives: To assess the effect of team members' trust, cohesiveness, spirit or "esprit de corps", and knowledge sharing on employee performance in the study's selected private banks in Mogadishu-Somalia, namely; Dahabshiil, Premier, and Amal banks.

Design/methodology/approach - This study adopted a descriptive research design to describe the characteristics and behaviors of the selected target population. The target population of this study was 500 respondents with a sample size of 222 employees who work at the study's selected private banks. The research data was collected using a structured survey as the research instrument of this study. To assess the internal consistency of the research data reliability and validity tests were conducted via SPSS (Statistical Package for Social Sciences). Furthermore, the data of this study was analyzed utilizing model summary, analysis of variance (ANOVA), coefficient of determination (R^2) and regression coefficients to determine the effect of teamwork on employee performance in the study's selected private banks in Mogadishu-Somalia.

Findings - The current study used teamwork measures such as trust, cohesiveness, spirit, and knowledge sharing among team members while determining the effect of these independent variables on employee performance. Hence, this study found that all teamwork measures of the study which are; trust, cohesiveness, spirit or "esprit de corps", and knowledge sharing among members of the team have a positive and significant impact on employee performance of the study's selected private banks in Mogadishu-Somalia.

Discussion - From the study data analysis, interpretations, and findings, the researchers drew study conclusions proposing that the private banks in Mogadishu-Somali should create an environment that assists teamwork to enhance trust, cohesiveness, spirit, and knowledge sharing among their teams since this, in turn, will increase the performance of their employees as the findings of this study indicate.

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