



**The Communication, Collaboration, Relationship Building and Cohesion
influence Team Performance**

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Abstract

Research has shown that performance of employee depends on many factors, like personal abilities, skills, communication, cooperation, mutual trust, and group cohesion. This show that individual as well as group factors affect performance. These factors increases the efficiency and productivity of any employee. And also make the employees more satisfied. Researches illustrate that effectual and well-organized communication, mutual trust among employees, and cohesive work unit positively relates to the job satisfaction, performance and positive attitudes of employees.

A study by University Of East London shows that the concept of communication is immeasurable. Other factors are also related to effective communication. Communication will help employees to build relationship, collaborate effectively at work place and work as cohesive unit. It explains that employee communication is; infect exchange and clear provision of information, commands and directions between management and employees. And it makes the organization to work properly and employees to be well aware about their responsibilities and duties and hence they can perform in a much better way. (University of East London, 2009).

This thesis develop a model based on general sociological research literature and several arguments that will further explains the relationship between communication and performance of employee and how other factors like relationship building, collaboration, cohesion affects employee performance .

The research goal is to verify if factors like communication, collaboration, relationship building, and cohesion affect the performance of employee positively or negatively. Hypothesis regarding the relationship between employee performance and communication and other factors are tested using data from 273 employee working in different companies.

The main contribution of this thesis is the significantly stronger support for the notion that effective communication positively affects employee performance. We will give special emphasis to research investigating factors that influence the performance of employees at work in organizations. Several performance-relevant factors are considered, including relationship

building, communication, collaboration, and cohesiveness. We will compare the variables for teams, highlighting the progress that has been made, suggesting what still needs to be done.

Acknowledgement

This thesis is written as completion to the Master in Project Management at Bahria University Islamabad. This thesis is intended to show the importance of effective communication and other factors like collaboration, relationship building and cohesion which positively affect employee performance.

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