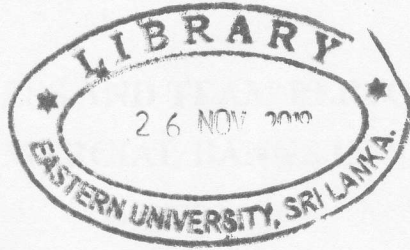


**TEAM EFFECTIVENESS AND TEAM PERFORMANCE AMONG  
SELECTED COMMERCIAL BANKS IN NUWARA ELIYA  
DISTRICT**



**RATNAM DISHAN ASANTHA**

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**DEPARTMENT OF MANAGEMENT FACULTY OF  
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## Abstract

The main purpose of this study is to identify whether the team effectiveness impact on the team performance among selected banks in Nuwara Eliya district. Very few studies have focused on these areas of knowledge. Moreover, very few studies deal with the relationship between team effectiveness and team performance. In addition, there are little research evidences to prove the impact of team effectiveness on team performance.

In these studies to describe the data used descriptive and find the relationship between variables correlation studies were used. Population of these is unknown and the selection of respondents was based on non-probability convenience sampling techniques. Considers all staff working in a commercial bank in the district of Nuwara Eliya is population. Each employee is considered as a respondent to this study. Of these, the area studied in these studied in these study is four commercial banks covering 211 participants. This study mainly considered primary data. The primary data collected through structured questionnaire of 211 respondents at Commercial Bank in Nuwara Eliya district from distributed 255 questioners. There are mainly two variables considered on this study that team effectiveness and team performance. To measure the team effectiveness used six core themes namely team synergy, performance objective, skills, use of resources, innovation and quality. In this study, the data collected from the questionnaires was analyzed and evaluated using univariate analysis, bivariate analysis and multivariate analysis. In this study, reliability analysis, descriptive analysis and correlation analysis were used to analyze and evaluate the data. The statistical package for social science version 23.0 was used to simplify the analysis work of this study.

The findings of this study revealed that there is strong positive relationship between team effectiveness and team performance further team effectiveness explained 60% of the variance in team performance. Thus, the team effectiveness has high level of contribution to determine the team performance in the selected commercial banks in Nuwara Eliya District. The manager has to most concern on performance objective. Because in the team effectiveness the core theme, performance objective decides 85% of the team performance.

**Keywords:** Team Effectiveness, Team Performance, Team Synergy, Performance Objective, Skills, Use of Resources, Innovation, Quality

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