# Teamship Competence

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## Abstract

Team competency is an important aspect in achieving overall team and organizational success. This research aims to explain the concept of team competency, highlighting the importance of individual skills and collaboration in achieving optimal performance in teams. Team competencies include the skills, knowledge, attitudes, and individual characteristics that contribute to the team's ability to achieve goals effectively. Strong individual skills, such as effective communication, problem-solving abilities, good leadership, and adaptability to change, are essential in building solid team competencies. In addition, good collaboration between team members, including the ability to work together, listen, give and receive feedback, is also an important factor in achieving high team performance.

*Keywords: Performance;  Team competency;  Team communication*

## INTRODUCTION

According to Pahira, SH, & Rinaldy, R. (2023)The importance of human resources in organizational performance makes this a major issue that must be addressed and managed seriously in organizations. According to Nurrohim, H., & Anatan L (2009). The success of an organization depends not only on individual skills, but also on the team's ability to work effectively. In an increasingly complex and dynamic world of work, a team that has strong competencies is the key to achieving optimal results. Team competency refers to the combination of skills, knowledge, attitudes, and characteristics of individuals in a team that collectively contribute to team performance. Work diversity and teamwork have been crucial to the progress of any global organization in recent years. Interesting and informative research in the field of teams and teamwork is part of the issues related to management.

Management theorists have shifted from using the term 'work group' to team and they argue that teams produce better performance. in carrying out a job or productivity, that is the extent to which a person at work achieves satisfactory results. Quoted from Winardi (2007) that an individual's competency is to continue running a business in carrying out various tasks until they can be carried out successfully by someone. The overall competency of individual personnel is essentially shaped by the characteristics
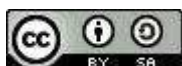
and competencies that must be possessed by every organizer to continue to foster initiative. Meanwhile, according to As'ad, (2000) defines competency as individual characteristics such as intelligence, manual skills, traits which are a person's potential strength to act and are stable in nature.

Competence, organizational commitment and teamwork are the main capital for an organization to improve employee performance so that in carrying out every task and job given, they can do it with high self-confidence accompanied by high work loyalty. Quoted by Wibowo (2017: 271) states that competence shows skills or knowledge that are characterized by professionalism in a particular field as the most important thing, as superior in that field. And Sedarmayanti (2017:126) also states that competence is a fundamental characteristic possessed by a person which directly influences excellent performance. Quoted by Hoevemeyer (1993), he stated that an effective team must fulfill the basic elements of teamwork, where these elements must exist and be managed well so that a work team is happy, healthy and balanced.

## RESEARCH METHODS

In this research, the data object sought by the researcher is by looking for literature that is appropriate to the problem raised. Researchers look for data to answer the problems raised by reading various appropriate references. Library research is a type of library research, which involves a series of activities to collect and process information from various library sources such as books, scientific journals, magazines, newspapers and other documents. This research method does not involve observation or interviews in obtaining data. Scientific Journals examine library data that can provide solutions or answers related to the problem being studied. Through library research, you can provide results of what you are looking for through the data sources used

## RESULTS AND DISCUSSION

## A. UNDERSTANDING TEAMSHIP COMPETENCE

Teamship competence refers to a person's ability to work in a team to achieve a common goal or target. This is one of the prerequisites that every team member must have. Teamship talks about the decision to set aligned goals that allow for a clear choice. In the context of teamwork, several behavioral characteristics are important such as performance monitoring, feedback, closed communication, and supportive behavior. Research conducted by Jalal Hanasyha et al (2016) shows that teamwork has a positive impact in creating an environment that facilitates the exchange of knowledge and information. This can increase job autonomy and higher job satisfaction. Apart from that, a study conducted by the Macrothink Institute (2011) also revealed the importance of collaborative competence in a team to face intense business competition. Through teamwork, individual output can be expanded through collaboration. Working in teams has also become a standard for organizations. Competence means the ability to carry out or carry out a job or task that is based on skills and knowledge and supported by the work attitude required by the job (Wibowo, 2016). Meanwhile, the definition of competency: According to Dessler (2017:408), competency is a personal characteristic that can be demonstrated, such as knowledge, skills and personal behavior. In detail, Edison Anwar

and Komariyah (2016: 142) explain that competence is an individual's ability to carry out a job correctly and have excellence based on matters relating to knowledge, skills and attitude.

From several definitions put forward by experts regarding competency, it can be concluded that competency is a person's ability and characteristics in carrying out work or tasks that are based on the knowledge, skills and behavior that the individual has with effectiveness.

Hoevemeyer (1993) conceptualized these elements as aspects of team effectiveness, namely, 1 Team mission; Each team must have a mission as the reason for the existence of a team. Team members must understand how their work contributes to the organization's mission. The team's mission must support the organization's mission. 2Achievement of goals; Team members must commit to establishing goals, and measure their progress towards achieving those goals, so that the team is focused and provides immediate feedback. Team goals must be specific. The team must have a time frame to achieve its goals. 3Empowerment; Team members gain the authority and responsibility necessary for them to perform their roles in the team effectively. Team members gain the knowledge and authority to handle routine problems independently. 4Open communication; Communication among team members is a two-way street, so team members share opinions and ideas, being open to feedback. 5Positive roles and norms; Team members have good role models, and have time and effort expended to develop their skills in order to get the most out of each person on the team.

## B. BENEFITS AND IMPORTANCE OF TEAMSHIP COMPETENCE

Strong team competencies have been proven to provide important benefits to organizational performance. In this article, we will explore some of the benefits of strong team competencies based on the views of experts in the fields of management and organizational psychology. Quotes from them will provide valuable insight into the importance of team competence in achieving organizational success. 1 Work effectiveness, a team that has strong competence will be able to work effectively and efficiently. Each team member has the knowledge and skills needed to achieve team goals according to Yudhaningsih, R. (2011). 2Better collaboration, balanced team competencies enable better collaboration between team members. Each team member can complement each other with different skills and knowledge, so they can work together to overcome challenges and achieve common goals according to Wahyudi, A (2023). 3Innovation and creativity, high team competence also encourages innovation and creativity. When team members have a deep understanding of their field, they can make differentiated contributions and generate innovative new ideas. Diverse team competencies also broaden perspectives and enable the exploration of more creative solutions according toZubaidah, S. (2016). 4Quality Improvement, high team competence contributes to improving the quality of work performed.

According to Davis, Henderson, & Merrick (2003).In management, there are several important skills that a leader must have. First, technical skills, which refer to a person's knowledge and ability in a particular process or technique. Second, interpersonal skills, which means the ability to work well with other people and form a

strong team. Third, conceptual skills, which involve the ability to think in terms that involve understanding broader models, frameworks, and relationships, such as in the context of long-term planning (Moore & Rudd, 2004; Mumford, Campion, & Morgeson, 2007; Mumford et al, 2017). Each team member has the ability to carry out their duties well and produce high quality products or services according to Primayana, KH (2015). Trust and Satisfaction Strong team competencies also build trust and satisfaction among team members. When each team member has high competence, they can depend on each other and have confidence that the work will be done well

Quoted from the journal Yudawan, A., Baraba, R., (2022) according to McShane & Glinow (2010), explains that cooperation involves the process of influencing, motivating and empowering other people to contribute to achieving organizational effectiveness and success. In this case, it must be able to motivate team members to achieve common goals and facilitate their participation in achieving these goals. In the view of experts, strong team competence has significant benefits for organizational performance. In increasing productivity, collaboration, ability to deal with change, innovation, team member satisfaction, decision-making effectiveness, and organizational reputation, team competency plays an important role. Therefore, understanding and developing team competencies must be the main focus for organizations that want to achieve long-term success.

Furthermore, the Macrothink Institute concluded that teamwork has an important role in the smooth functioning of organizations, especially in facing the increasing complexity of organizational activities due to technological advances. Therefore, teamwork is the main focus of many organizations, including non-profit organizations. Creating good performance is not easy because employee performance can be created if influencing variables such as motivation, competence and compensation and even job satisfaction can also be managed well and accepted by all employees in an organization or company. Wibowo (2007) states that work competency can influence employee performance. Low competency can be proven by the employee's last formal education

## C. TEAMSHIP COMPETENCE STRATEGY

The team competency development strategy can be quoted from Stephen Robbi's quote, which states that strategy is a visible action that requires decisions from leadership or top management and large amounts of company human resources. Team competency development strategies can be applied in various aspects, such as education and training development, work motivation, HR development regulations, policy support, training institutions, and budgets. Developing team competency can help encourage work results that are carried out on time according to their duties and responsibilities

The following are several team competency development strategies that can be implemented. 1Competency Development as Part of Career Management: Competency development is part of a career management strategy which refers to improving individual skills and knowledge. 2 Diversification Strategy in Decision Making: Diversification strategy is one of the appropriate strategies in decision making for developing human resource competencies. 3 Internal and External Studies in Human

Resource Development: Internal (self-help) and external study strategies are an effective approach in human resource development. 4Job Rotation: Job rotation can encourage team collaboration, stimulate innovation, and increase employee motivation through diverse views. 5 Appreciation and Job Promotion: Providing appreciation and job promotion to employees who increase their competency can encourage innovation and maximum contribution. 6Building Solid Teamwork: Close collaboration between team members can increase the exchange of knowledge, experience and skills that are valuable for company growth. 7Prepare a Comfortable Workplace: A physically and mentally comfortable work environment can increase employee productivity and motivation to learn and develop. 8Mentorship and Coaching: Providing mentorship and coaching can help individuals develop new skills and improve their performance. 9Evaluation and Continuous Improvement: Conducting regular evaluations and making continuous improvements based on evaluation results can help improve the overall competency of the team. 10Measurement of Results: It is important to measure the results of team competency development efforts to evaluate the effectiveness of the strategies implemented

When organizations face changes and challenges in a rapidly changing business world, effective team performance is key in maintaining organizational resilience.According to Yuliana, ME (2022),Effective teams are able to adapt quickly and work together to deal with complex situations. They have flexibility in dealing with change and are able to adapt their strategies and tactics quickly to stay relevant and successful. In the dynamic business world, organizations need to have teams that are able to collaborate well, share knowledge, and communicate effectively. Effective teams also have the ability to identify and overcome obstacles that may arise in their journey, and are able to utilize the strengths of individuals within the team to achieve common goals. Thus, effective team performance is critical for organizations in facing change and challenges, as well as maintaining their continuity and success.

**IMPROVING TEAMSHIP EFFICIENCY**

Critical thinking skills can help team members to work efficiently and collaboratively, which ultimately can increase team efficiency in an organization (Barber, 2016; Cimatti, 2016; Jimoyiannis & Roussinos, 2017; Lee et al., 2016; Lovelace et al. , 2016; Mayo & Woolley, 2016). Skills in analyzing information, evaluating arguments critically and making decisions based on logic make individuals more reliable in completing their tasks. Furthermore, when team members have critical thinking skills, they can work in harmony, complement each other, and achieve better teamwork results

In the context of developing critical thinking skills, several studies have demonstrated success in applying these skills in public organizations. For example, one study found that critical thinking strategies can provide intellectual enhancement in professional communication, facilitating the successful integration of emotional and cognitive aspects of communication in human resource management (Ivanova, 2019). Additionally, other research analyzes the use of simulations or role-playing by HR departments as selection criteria to evaluate the critical thinking abilities of employees and candidates for vacant positions. This study provides examples of tasks that can be used during the job interview process or qualification assessment to measure a candidate's or employee's critical thinking abilities (Fedoseev & Fedoseeva, 2022)

**THE ROLE OF THE ORGANIZATION IN DEVELOPING TEAMSHIP COMPETENCE**

Organizations play a crucial role in growing the teamship competence of their members. Teamship competence, or teamwork competence, is the ability of individuals to work together effectively in a team to achieve common goals. These skills are essential in the modern work era, where collaboration and teamwork are the keys to success.

## Building a Culture that Supports Teamship

The fundamental role of an organization begins with creating a culture that is conducive to teamship. This can be achieved through several steps: 1Instilling the Values of Collaboration, Communication, and Mutual Respect: Organizational culture must uphold values such as collaboration, open communication, and mutual respect between individuals. These values are the foundation for effective teamwork. 2Give Awards to Achievement Teams: Organizations need to provide recognition and awards to teams that demonstrate good cooperation and collaboration in achieving targets. This motivates other teams to increase their teamship competence. 3Provide Opportunities to Practice Teamwork: Create opportunities for team members to learn and work together on real projects. This could take the form of a cross-departmental project, mentoring program, or team building activity. 4Building Trust and Interdependence: Organizations must foster trust and interdependence among team members. This can be done by encouraging open communication, transparency and accountability in every job.

## Provide Structured Training and Development

Organizations need to invest in training and development that focuses on increasing the teamship competence of their members. This training may include: 1Communication Skills: Improve effective communication skills, both verbally and in writing, to ensure the smooth flow of information and coordination within the team. 2Conflict Resolution: Train team members in constructive and professional conflict resolution techniques, minimizing disputes and maintaining focus on achieving common goals. 3Team Decision Making: Improve the team's ability to make decisions collectively, consider input and viewpoints of all members, and reach the best solution. 4Leadership: Develops leadership abilities within the team, encourages members to take initiative, and directs the team toward common goals. 5 Interpersonal Skills: Improve interpersonal skills, such as empathy, active listening, and building positive relationships between team members.

## Providing Opportunities to Apply Teamship Competence

Organizations need to provide a platform for team members to apply the teamship competencies they have learned. This can be done by: 1Delivering Projects that Require Teamwork: Assigning projects that require collaboration and cooperation between team members to achieve optimal results. 2Structure Teams Effectively: Form teams with members who have diverse skills and backgrounds, encouraging synergy and complementarity within the team. 3Provide Support and Guidance: Provide support and guidance to the team throughout the project work process, helping them overcome obstacles and achieve targets. 4 Evaluate and Provide Feedback: Evaluate the team's

performance and provide constructive feedback to help them improve their teamship competence.

**Provide Constructive Feedback**

Constructive feedback is very important to help team members develop their teamship competence. Organizations need to: 1Provide Regular Feedback: Provide regular feedback to team members about how they are contributing to the team, both individually and collectively. 2Focusing on Behaviors and Their Impact: Feedback should focus on specific team member behaviors and their impact on the team and goal achievement. 3Deliver Feedback in a Positive and Respectful Manner: Deliver feedback in a positive and constructive manner, while still providing constructive criticism to help team members learn and grow. 4Create a Safe Environment to Receive Feedback: Create a safe and open environment for team members to receive feedback and discuss ways they can improve their performance.

**Lead by Example**

Organizational leaders play an important role in exemplifying good teamship competence. Leaders must: 1Demonstrate Collaboration and Cooperation: Leaders must demonstrate how they work together with others, both internal and external to the organization. 2Communicate Openly and Transparently: Leaders must communicate openly and transparently with team members, building trust and mutual respect.

**CONCLUSION**

Teamship competence is a fundamental ability that individuals must have to be able to work effectively in a team. The main components include effective communication, productive collaboration, inspirational leadership, constructive conflict management, and flexibility and adaptability in facing change. Developing teamship competence provides many benefits for organizations, such as increasing team productivity and efficiency, encouraging innovation, strengthening relationships and mutual trust, and helping teams solve challenges together. Organizations have an important role in supporting the development of teamship competence through providing training, creating a culture of cooperation, providing opportunities for cross-functional collaboration, and rewarding effective team contributions. By understanding and developing teamship competence, teams can work better, thereby achieving organizational goals more optimally. And developing teamship competence requires a comprehensive and integrated strategy from the organization. One strategy that can be implemented is through regular training and development of team skills. This training can cover topics such as effective communication, productive collaboration, team leadership, conflict management, and adaptability. Through this training, individuals can increase their understanding and ability to work together effectively. And also Effective teams are able to adapt quickly and work together to deal with complex situations. They have flexibility in dealing with change and are able to adapt their strategies and tactics quickly to stay relevant and successful. In the dynamic business world, organizations need to have teams that are able to collaborate well, share knowledge, and communicate effectively. Effective teams also have the ability to identify and overcome obstacles that may arise in their journey, as well as being able to utilize the strengths of individuals within the team to achieve common goals

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