



TAMIL TRANSLATION OF TEAM EFFECTIVENESS SCALE AMONG LOCAL WORKERS OF TAMILNADU

Priyanga K.¹ and Nancy M.²

¹II Year Postgraduate Student .

²Assistant Professor Department of Psychology, PSG College Of Arts and Science, Coimbatore, Tamilnadu, India.



ABSTRACT:

Background: A team is a collection of individuals who are interdependent in their tasks, share responsibility for outcomes in an institutional or organization. Team effectiveness can be defined as the ability the members of the team has to perform a particular task in an effective way. The present research takes the lead in assessing the team effectiveness scale in vernacular language (Tamil) will help the workers to easily understand and check how well their teams interact with the organization and make a benefit to the production and profit of the organization. **Aim:** To translate the team effectiveness scale in Tamil by in order to assess the level of interaction among the team members in the local industries. **Methods:** The Tamil adaptation of the Team Effectiveness Scale by Upinder dhar and Santosh dhar was done using language conversion and corrected regarding the soundness and linguistic precision of the translation. The translated scale was given to 68 workers based on purposive sampling method and was standardized. **Results:** It is found that the Tamil adaptation of team effectiveness scales seems to have high internal consistency reliability and content, construct validity. **Conclusion:** The Tamil translation of the Team Effectiveness Scale among the local workers in small scale industries is found be highly reliable and valid which can be further administered to various industries to assess the team effectiveness and for further researches.

KEYWORDS: Tamil translation, team effectiveness, local workers, standardization.

INTRODUCTION:

Organization are highly composed of group of individuals who put in their ability and efforts in order to enhance the functions of the organization to improve the work environment and productions of the organization.

Simply bringing a collection of individuals together does not make a team and teamwork is more than an aggregate of multiple individual's behavior. Teams form a critical link between the individual and the organization.

Team effectiveness is the capability the members of the team has to attain the goals or objectives set by an authorized personnel or the organization (Aubé, Caroline; Rousseau and Vincent, 2011) A team is a group of individuals who depend on the other members in the group in order to accomplish their tasks, to improve the organizations quality, and view themselves as a unit embedded in an institutional or organizational system which operates within the established boundaries of that system (Halvorsen and Kristin, 2013)

Team effectiveness can be defined as an evaluation of outcomes of the team process relative to some set of criteria. The best reason to start teams in any organization is the benefit that can result from

a team based environment; enhanced performance, employee benefit, reduced costs and organizational enhancement. .

There 3 important factors in the team effectiveness scale. They are as follows:

Dependability Dependability in team members is an essential factor to the success of any team. In dependability the members of the team rely on one another to share their thoughts and ideas which would help to enhance the team effectiveness leading to productivity.

Cooperation Cooperation is the progress of groups of individuals working or acting together for common and mutual goal or some common benefit, as opposed to working in competition for self centred goals.

Sharing Sharing is the juncture of a resource or space. In its broader sense, it refers to combined or alternating use of resource and knowledge. It is also the development of dividing and distributing.

PURPOSE OF THE STUDY

Currently one of the most widely used measure of team effectiveness is team effectiveness scale developed by Upindhar dhar and Santhosh dhar (2001). Availability of a standardized team effectiveness scale in vernacular language (Tamil) will help the workers to easily understand and check how well their team interact with the organization. Despite wide acceptance in industrial psychology, unfortunately team effectiveness has received little attention and especially in our Indian context. Research on team effectiveness is for more than 4 decades. The main reason may be non-availability of standardized test to measure team effectiveness especially in vernacular language. It is also useful to the researchers to conduct on team effectiveness in rural areas where people are well versed only in the vernacular language who work in their local industries

SCOPE OF THE PRESENT RESEARCH

The scope of the present research is to establish the reliability and validity of the team effectiveness scale in our Indian context particularly in Tamil language. It is hoped that the collected and interpreted data may be of some value to the human resource managers to include team effectiveness measurement while dealing with their workers, who lacks team cooperation and team effectiveness

METHODOLOGY

Translation of Team Effectiveness Scale

The Tamil adaptation of the Team Effectiveness Scale was done after getting the consent from the author's of the original english adaptation and proceeded by the following scale adaptation procedure in tamil. The steps followed were as given under: Language conversion procedure: Preliminary Tamil translation of the Team Effectiveness Scale was done. Then the English and Tamil scales were given to a University Tamil Professor (who had a good knowledge of both English and Tamil) for comments/ correction regarding the soundness and linguistic precision of the translation. Then the corrected Tamil Translation of Team Effectiveness Scale was given to a bilingual university professor for its re-translation in English. On the event of significant discrepancy both the language professors were consulted for their agreement on such items. Finally, the Tamil Team Effectiveness Scale was processed through "Experts Evaluation". Two expert evaluators (lecturers of Psychology and Tamil literature) were requested to review each question of the Tamil Team Effectiveness Scale in terms of its content in context to the item in original. They had to express their level of agreement item-wise in percentages. Until and unless all the questions from both the experts reached a high level of agreement (more than 90%) revision and correction were done and often it required considerable discussion with the experts. In this way the Team Effectiveness format was framed and was subsequently used in cross-languages equivalence (CLE) testing.

Statistical analysis:

The data was coded for SPSS.20 analysis. Internal consistency reliability and Content, Construct validity was performed.

Sample

Sample collected from 68 workers among the local industries in Tamil nadu – 40 males and 28 females using purposive sampling method

Tools Used**a) Team Effectiveness Scale**

Team Effectiveness Scale (TES) is a scale to examine Team Effectiveness. (Upindhar dhar,Santosh Dhar(2001).This scale is assessed through 20 items with a five-point likert scale, □Always,Often,Sometimes,Seldom,Never”.

a) Tamil Adaptation of Team Effectiveness Scale

The English version of Team Effectiveness Scale was translated into Tamil following the scale adaptation procedure.

Procedure

The initial Tamil translation was done which was corrected by University Tamil professor and translated scale was further checked for the level of accuracy and then administered to 68 workers in local industries of Tamil nadu who doesn't know any other language than Tamil to know their level of team effectiveness. The Tamil version of team effectiveness scale was subjected to determine the internal consistency reliability and content, construct validity.**Inclusion criteria**

- Local workers who are employed in the industries of Tamilnadu .
- Workers who doesn't know any other language other than Tamil.

Exclusion criteria

- (1) Workers who know to read and write English are excluded.
- (2) Workers of age more than 60 are excluded.

Ethical Considerations:

1. Written informed consent was sought from each participant.
2. The participants were given the option to leave the study at any point of time, if they wish to.
3. Confidentiality and anonymity of the participants was assured and maintained.

RESULTS AND DISCUSSION

TABLE 1: shows the internal consistency reliability for the Tamil translation of team effectiveness scale among the local workers in the small scale industries.

Cronbach's Alpha	N of Items
.844	20

The table shows 1 the Cronbach's alpha i.e. internal consistency for the Tamil version of Team Effectiveness Scale which tends to be 0.844 for the total 20 items which indicates a high temporal consistency and suggest the relatively enduring status of Team Effectiveness.

TABLE 2: shows the construct validity for the Tamil translation of team effectiveness scale among the local workers in the small scale industries.

Construct validity	N of Items
.808	20

The table 3 shows the construct validity tends to be .808 which is highly valid and exactly measures only the particular construct of Team Effectiveness based on the 3 dimensions: dependability, cooperation and sharing and nothing other than that.

TABLE 2: shows the content validity for the Tamil translation of team effectiveness scale among the local workers in the small scale industries.
COMMUNALITIES

ITEMS	Initial	Extraction
ITEM 1	மக்கள்ஒருவருக்குஒருவர்அக்கறைகாட்டுகிறார்கள்	.898
ITEM 2	மக்கள்நேர்மையாகவும்உண்மையாகவும்இருக்கிறார்கள்	.653
ITEM 3	மக்கள்ஒருவர்மீதுஒருவர்நம்பிக்கைஅதிகமாகவைத்துள்ளார்கள்	.875
ITEM 4	முடிவுகள்ஒருமித்தமனதுடன்செயல்படுத்தப்படுகின்றன	.784
ITEM 5	ஒருகுழுவிற்குவலுவலானபொறுப்புஉள்ளது	.744
ITEM 6	மோதல்களைஎதிர்கொண்டுஅவற்றைகடந்துவேலையைசெயல்படுத்துதல்	.881
ITEM 7	மக்கள்உண்மையில்சிந்தனைகளையும்உணர்ச்சிகளையும்உற்றுநோக்குகிறார்கள்	.925
ITEM 8	உணர்வுகளைசுதந்திரமாகவெளிப்படுத்துகிறார்கள்	.840
ITEM 9	செயல்முறைசிக்கல்கள்கையாளப்படுகின்றன	.893
ITEM 10	மக்கள்ஒவ்வொருவரும்பங்களிப்புகளைஉருவாக்கவேண்டும்	.628
ITEM 11	மக்கள்ஒருவரையொருவர்கேட்டுக்கொள்ளமுடியும்	.862
ITEM 12	மக்கள்தங்கள்பிரதேசத்தில்அல்லதுதகவல்பற்றிஉடையமைக்கமுடியுது	.637
ITEM 13	ஒருகூட்டுப்பணியைச்செய்யமக்கள்ஒருவருக்கொருவர்ஒத்துழைக்கிறார்கள்	.778
ITEM 14	மக்கள்மிகவும்சவாலானபணியைதேவைப்பட்டால்எடுக்கத்தயாராகஉள்ளனர்	.931
ITEM 15	செயல்திறன்மிக்கமுறையில்இலக்குகளைஅடையவேண்டும்	.697
ITEM 16	மக்கள்ஒருவருக்கொருவர்நியாயமானவர்கள்	.887
ITEM 17	மக்கள்ஒருவருக்கொருவர்ஆதரவாகஇருக்கிறார்கள்	.886
ITEM 18	புதியயோசனைகளைமக்கள்ஏற்றுக்கொள்கின்றனர்	.830
ITEM 19	குழுஉறுப்பினர்களிடையேஉரிமையும்உள்ளது	.816
ITEM 20	மக்கள்எடுக்கும்முடிவுகளுக்குகடமைப்பட்டிருக்கிறார்கள்	.724

The table 2 shows the content validity for the Tamil translation of Team Effectiveness Scale for all the 20 items for which the values for all the items are above 0.5 which shows the items are valid and measures what it supposed to measure under three dimensions dependability, cooperation and sharing.

RESEARCH FINDINGS AND CONCLUSION

The findings of the study are as follows.

1. It is found that the internal consistency reliability of Tamil Translation OF Team Effectiveness Scale is .844.
1. It is also found that the construct validity for Tamil translation of Team Effectiveness Scale is .808.
2. It is also found that the content validity for the item 1 is .893, item2 is .653,item 3 is .875,item 4 is .784, 5 is .744,item 6 is .881,item 7 is .925,item 8 is .840,item 9 is .893,item 10 is .628,item 11 is .862, item 12 is .637, item 13 is .778,item 14 is .931,item 15 is .697,item 16 is .887 and item 17 is .886

item, item 18 is .830, item 19 is .816 and for item 20 is .724 for the Tamil translation of Team Effectiveness Scale.

CONCLUSION:

The present study Tamil translation of the Team Effectiveness Scale among the local workers in small scale industries is found to be highly reliable and valid which can be administered for further researches. Thus we can conclude that reliability and validity for the translated scale is very accurate and exact.

BIBLIOGRAPHY

- Aube Caroline; Rousseau, Vincent (September 2011). "Interpersonal aggression and team effectiveness: The mediating role of team goal commitment". *Journal of Occupational and Organizational Psychology*. 84 (3): 567.
- De Dreu, C. K. W., & Beersma, B. (2005). Conflict in organizations: Beyond effectiveness and performance. *European Journal of Work and Organizational Psychology*, 14(2), 105–117. <https://doi.org/10.1080/13594320444000227>
- Dimas, I. D., Rocha, H., Rebelo, T., & Lourenço, P. R. (2016). A nonlinear model for team effectiveness. In *Lecture Notes in Computer Science (including subseries Lecture Notes in Artificial Intelligence and Lecture Notes in Bioinformatics)* (Vol. 9789, pp. 595–609). https://doi.org/10.1007/978-3-319-42089-9_42
- Duygulu, E., Çıraklar, N., Sciences, A., Duygulu, E., & Çıraklar, N. (2009). Effects of Leadership Roles on Team Effectiveness. *Ege Academic Review*, 9(2), 389–400. <https://doi.org/10.1177/1476127007087154>
- Essens, P., Vogelaar, a, Mylle, J., & Blendell, C. (2005). Chapter 4-Review of team effectiveness models. ... *Team Effectiveness: Model ...*, 1–14. Retrieved from <http://scholar.google.com/scholar?hl=en&btnG=Search&q=intitle:Chapter+4+?+REVIEW+OF+TEAM+EFFECTIVENESS+MODELS#1%5Cnhttp://scholar.google.com/scholar?hl=en&btnG=Search&q=intitle:Chapter+4-Review+of+team+effectiveness+models#0>
- Goodman, E., & Loh, L. (2012). Organizational change: A critical challenge for team effectiveness. *Business Information Review*, 28(4), 242–250. <https://doi.org/10.1177/0266382111427087>
- Halvorsen, Kristin (2013). "Team decision making in the workplace: A systematic review of discourse analytic studies". *Journal of Applied Linguistics & Professional Practice*. 7 (3): 273–296. doi:10.1558/japl.v7i3.273.
- Jones, P., & Jordan, J. (1998). Knowledge orientations and team effectiveness. *International Journal of Technology Management*, 16(1–3), 152–161. <https://doi.org/10.1504/IJTM.1998.002651>
- Kline, T. J. B., MacLeod, M., & McGrath, J.-L. (1996). Team effectiveness: Contributors and hindrances. *Human Systems Management*, 15, 183–186.
- Landry, A. M. Y. (2015). Perspectives on Multidisciplinary Team Effectiveness. *Journal of Health and Human Services Administration*, 38(3), 350. Retrieved from <http://search.proquest.com/openview/218fe49cf6d9082c3db6a78e8b2f3ab8/1>
- Myers, J. G., Reynard, S., Snee, R. D., & Kelleher, K. H. (1998). Improving team effectiveness. *Quality Progress*, 31(5), 43–48.
- Provo, J. (1996). Team Effectiveness and Decision Making in Organizations (Book). *Human Resource Development Quarterly*, 7, 295–297. Retrieved from <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=14858805&site=ehost-live>
- Rajagopal, & Ananya Rajagopal. (2008). Team performance and control process in sales organizations. *Team Performance Management*, 14(1/2), 70–85. <https://doi.org/10.1108/13527590810860212>
- Tamilmani, B., Kumar, D. A., & Ravichandran, D. K. (2009). *Evaluation of Team Effectiveness*. SSRN. <https://doi.org/10.2139/ssrn.1479171>

- Wolfson, M. A., & Mathieu, J. E. (2017). Team composition. In *The Wiley Blackwell Handbook of the Psychology of Team Working and Collaborative Processes* (pp. 129–149). <https://doi.org/10.1002/9781118909997.ch6>
- Yates, J., Sayers, H., Crosbie, B., Walker, M., & Fisher, R. (2015). A multidisciplinary team effectiveness program. *International Journal of Stroke*, 10, 12. <https://doi.org/10.1111/ij.s.12634>



Priyanga K.
II Year Postgraduate Student .