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**TEAMWORK AND EMPLOYEE PERFORMANCE IN MICRO DEPOSIT
INSTITUTIONS; A CASE OF FINCA UGANDA LIMITED**

WAMANI Robinson Fabulous¹, OKELLO Apollo², KAGGWA Charles Richard³

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TEAMWORK AND EMPLOYEE PERFORMANCE IN MICRO DEPOSIT INSTITUTIONS; A CASE OF FINCA UGANDA LIMITED

1. WAMANI Robinson Fabulous

Department of Accounting and Finance, Faculty of Business and Management, Uganda Martyrs University, Uganda.

Email: robinsonfabulous23@gmail.com

2. OKELLO Apollo

Department of Accounting and Finance, Faculty of Business and Management, Uganda Martyrs University, Uganda.

Email: apollookello2010.ao@gmail.com

3. KAGGWA Charles Richard

Department of Accounting and Finance, Faculty of Business and Management, Uganda Martyrs University, Uganda.

Email: kcharlesrichard@gmail.com

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ABSTRACT

The purpose of the study was to determine the effect of teamwork on employee performance of FINCA in Kampala Uganda. The study was guided by the following specific objectives; i) to determine the effect of Team spirit on employee performance in FINCA Uganda ii) to evaluate the effect of team trust on employee performance in FINCA Uganda and iii) to evaluate the effect of team leadership on employee performance in FINCA Uganda. With 45 respondents, the study used a cross-sectional design and included qualitative and quantitative methods.

The results indicated that Team spirit has a positive significant association with Employee performance ($r = 0.631$; $p < 0.01$). Whereas team trust exhibits a positive significant association with employee performance indicated by a correlation index of $r = 0.453$; $p < 0.01$ and team leadership has a positive significant association with Employee performance given a correlation index of $r = 0.749$; $p < 0.01$. Similarly, results indicate Team spirit, team trust as well as team leadership exhibit positive contributions on employee performance of 14.7%, 10.1% and 60.8% respectively. On the overall, teamwork predicts 57.7% of positive variation on employee performance. According to the research's findings, when teams with clearly defined responsibilities are permitted to function, employees perform effectively, which is reflected in the effectiveness of the company as a whole. Additional results include the fact that team spirit, team trust, and team leadership have all significantly improved employee performance. This indicates that each of these factors is a reliable indicator of worker performance. The following suggestions are made by the researcher; a condition

when a group of people collectively depend on one another is called team spirit. The staff at FINCA Microfinance must put in place methods to build trust among team members; doing so will increase their operational capabilities, which will boost employee performance.



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