

Abstract

A study on "Approaches to Building a Teamwork for Organisational Development : A Case Study of Thammasat University" is intended to examine personnel's attitudes towards teamwork, problems encountered by teamwork and approaches to building teamwork within Thammasat University. Samples for the purpose of this study are 151 middle-ranking and junior-ranking executives within the Office of the Rector, faculties and institutes of Thammasat University. These samples are processed through the SPSS application for humanity-related research and analysed on the basis of the percentile, means, and standard deviation., whereby the relationship between the T-test and F-test variables is attempted at the 0.05 statistical significance level. The outcome of the study is presented in a descriptive manner as well as in a tabular form.

The study reveals that most of the samples are Level-7 female officials of the average age of 47 years, assuming the post of Head of Work Group with the average period of service of 21 years. Their work mostly involves teamwork consisting, on average, of 14 members. The samples strongly agree with the significance of teamwork and, with respect to the nature of teamwork, most strongly agree that members of the team must have a good intention and be committed to working together. With respect to attitudes towards obstacles, it is found that the samples have encountered problems at an average level. The obstacles are concentrated, in particular, on the organisational administration, for no morale has been promoted for teamwork. Obstacles are also felt in the lack of clear policies with regard to teamwork. As far as the work operation is concerned, it is revealed by the study that leadership within the organisation is lacking. The study also indicates that, with respect to personnel's attitudes towards teamwork creation approaches, the teamwork in charge of policy-making needs to be developed. Team members should be encouraged to participate in the determination of goals of teamwork. Leadership and decision-making skills should also be developed. As for teamwork participation, team members have to be promoted to participate in the team's outputs and success, based upon clear determination of roles, duties and responsibilities.

For this purpose, team leaders should facilitate teamwork, assist team members as well as solve problems encountered.

This study makes the following recommendations. Policies should be put forth for organisational administration in the direction of building up team work morales. Teamwork policies need to be clearly set. Leadership of middle-ranking and junior-ranking executives should be developed. Team members should be encouraged to participate in setting goals of teamwork. In addition, roles, duties and responsibilities of team leaders with respect to facilitating and assisting teamwork and solving problems should be determined.