



Analysis of the Effectiveness of Team Building: The Impact on Human Resources at Public Sector Universities Quetta Baluchistan

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Abstract—Team building is a main incentive in an organizational relationship between the upper and lower management teams. The team building depends on many factors. This study was conducted to analyze and evaluate the major 03 factors which are related to different roles in an organization, these roles were relationship-oriented role, task-oriented role and self-oriented roles. The 163 sample, including academics and admin staff was selected from only three universities of Quetta City Balochistan, the Sardar Bahdur Khan Women's University Quetta (SBK) University of Balochistan (UoB) and Balochistan University of information technology, Engineering and Management science (BUIITEMS) through purposive sampling technique. Moreover, the study was limited only Quetta due to the spread of corona virus international decease (COVID-19) in the whole world. Questionnaire was used as a testing tool for collection for required data for study. Data was collected through google doc from the sampled staff purposively. The nature of the present study was quantitative. Demographic profile was analyzed in descriptive way, one sample t-test was conducted to compare the population means and estimated mean of all 03 selected roles and Chi-square test to test the null hypothesis. Major findings of the study show that there were an association in teambuilding and relationship-oriented, task-oriented and self-oriented. To improve the team building in an organization it is recommended that management should pay attention on strengthening the different roles in an organization and promote the good relationships among staff for quality team building. Tasks and responsibilities should be focused and crystal clear for all employees. This act will improve the productivity and highly support the achievement of organizational goals.

Keywords—Team Building, Task Oriented Role, Relationship Oriented Role, Self- Oriented Role