

Effect of Teamwork on Employee Performance of Food and Beverage Firms in Enugu State



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Abstract

The study evaluated the effect of teamwork on employee performance of food and beverage firms in Enugu State. The specific objectives were to; examine the effect of leadership on employee monitoring; evaluate the effect of problem-solving on providing continuous feedback of food and beverage firms in Enugu State. The population of the study was two hundred and ninety-seven (297) employees of the selected study. The study used the descriptive survey design approach. The primary source of data was the administration of questionnaire. The whole population was used due to small number. Two hundred and sixty-six (266) employees returned their questionnaire and accurately filled. That gave 90 percent response rate. The validity of the instrument was tested using content analysis and the result was good. The reliability was tested using the Pearson correlation coefficient (r). It gave a reliability co-efficient of 0.77 which was also good. Data was presented and analysed by mean score and standard deviation using Sprint Likert Scale. The hypotheses were analysed using Z - test statistic tool. The findings indicated that Leadership had significant positive effect on the employee monitoring, $Z(95, n = 266), 6.070 < 9.381, P. < .05$. Problem-solving had positive significant effect on continuous feedback of food and beverage firms in Enugu State, $Z(95, n = 266), 6.131 < 9.718, P. < .05$. The study concluded that Leadership and problem-solving had significant positive effect on the employee monitoring and continuous feedback of food and beverage firms in Enugu State. The study recommended among others that the management of food and beverage manufacturing firms should know that Leadership helps to direct an organization's resources for improved efficiency and the achievement of goals and therefore should not be neglected.

Keywords: Employment Performance; Food and Beverage Firms; Enugu State

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Background

Teamwork has emerged as a prevalent and integral approach within organizational frameworks, prominently observed in various sectors, including the food and beverage firms operating in Enugu. These firms structure their tasks in alignment with the overarching mission and vision outlined in their mission statements, organizing distinct working units or departments, each with designated leadership structures and specific mandates (Wanyeki, Maina, Sanyanda, & Kiiru, 2019). These interdependent units collaborate, sharing resources cohesively to collectively achieve organizational objectives.

The application of effective teamwork extends beyond mere goal achievement; it plays a pivotal role in nurturing diverse skills among individual team members. Notably, it fosters problem-solving abilities and fosters an environment conducive to learning, especially when introducing novel concepts (Howard & Hurley, 2016). Robust teamwork frameworks also facilitate the seamless integration of newly hired individuals into the organizational fabric. Conversely, organizations lacking strong teamwork structures often witness confusion among new hires regarding task execution methods and performance standards. The initial induction phase proves crucial in orienting newcomers to their respective departments, equipping them with essential skills, and ensuring a smooth transition into their roles within the team (Gomez, 2017).

Employee performance constitutes the cornerstone of an individual's contribution to an organization, encompassing activities aimed at fulfilling organizational objectives. Performance evaluation involves a comprehensive assessment of various components such as work quality, quantity, cooperativeness, resourcefulness, reliability, conduct, self-development efforts, and experience (Abosede & Adesanya, 2017). Evaluating an employee's performance provides critical insights into their contributions to organizational goals and is instrumental in determining merit-based outcomes within the workplace.

Notably, contemporary organizations emphasize the value of teamwork in optimizing employee job performance, recognizing it as a pivotal attribute for organizational success (Khan and Al Mashiki, 2017). The effective alignment of individual performance with organizational goals is vital for achieving appraisal and acceptance. In this context, the study aims to explore the relationship between teamwork and employee performance within food and beverage firms in Enugu State. This investigation seeks to shed light on how the

dynamics of teamwork influence individual employee performance within these organizational contexts, contributing valuable insights to enhance organizational effectiveness.

Statement of the Problem

The food and beverage firms in Enugu State face a significant challenge in understanding how teamwork directly affects their employees' performance. There's a notable lack of insight into how leadership styles impact team collaboration and how monitoring employees affects their productivity within these firms. Additionally, there's uncertainty about how problem-solving strategies and continuous feedback systems influence teamwork dynamics and ultimately impact individual employee performance.

This lack of understanding poses a real obstacle for these firms. Without a clear comprehension of how teamwork dynamics, guided by leadership, affect employee productivity, these organizations struggle to optimize their workforce effectively. Issues related to inefficient teamwork, ineffective leadership practices, inadequate problem-solving approaches, and a lack of structured feedback systems hinder the firms' ability to improve employee performance and productivity. Consequently, these firms are unable to harness the full potential of their teams and may face challenges in achieving their performance goals within the competitive food and beverage industry in Enugu State.

Addressing this problem is crucial for these firms' success. Enhancing teamwork, refining leadership practices, implementing effective employee monitoring, fostering adaptive problem-solving approaches, and establishing robust feedback mechanisms can significantly impact employee performance. Understanding these dynamics will empower these firms to create a more conducive work environment, optimize team collaboration, and ultimately boost individual employee performance, contributing to their overall success and competitiveness within the industry.

Objectives of the Study

The main objective of the study was to evaluate the effect of teamwork on employee performance. The specific objectives were to;

- i. Examine the effect of leadership on employee monitoring of food and beverage firms in Enugu State.
- ii. Evaluate the effect of problem-solving on providing continuous feedback of food and beverage firms in Enugu State.

Research Questions

The following questions guided the research;

- i. What is the effect of leadership on employee monitoring of food and beverage firms in Enugu State?
- ii. What is the effect of problem-solving on providing continuous feedback of food and beverage firms in Enugu State?

Statement of Hypotheses

The following null hypotheses guided the study;

- i. Leadership has no significant effect on the employee monitoring of food and beverage firms in Enugu State.
- ii. Problem-solving has no significant effect on continuous feedback of food and beverage firms in Enugu State.

Significance of the Study

The study holds crucial value for employees, management, and the industry. It empowers employees by revealing how collaboration influences performance. For employers, it offers actionable strategies to optimize teams and enhance productivity. Beyond individual firms, these insights contribute to industry growth and economic development in Enugu State by fostering better teamwork, potentially generating employment and bolstering competitiveness.

Scope of the Study

The study's scope revolves around assessing the impact of teamwork on employee performance within Enugu State's food and beverage firms. It aims to understand how collaborative dynamics influence productivity, job satisfaction, and overall performance among employees in this specific industry and geographical area.

Literature Review

Conceptual Review

Teamwork

Teamwork is the concept of people working together cooperatively, as in sales team, sports team etc. It has also become so valued that many large corporations have developed specific tests to measure potential employee's teamwork ability. Hence, it has become important goal in most work places, the belief is that teamwork gives employees a sense of ownership and encourages cooperation (Adeleke, 2018). Teamwork is the manner of operating collaboratively with a group of individuals as a way to achieve an objective. One of the

lost links in organizations is teamwork (Haynasha, 2016). Teamwork is the process of working together among a group of people in order to accomplish a goal or a set of goals. The external factors that affect teamwork are the political, economic, social and technological whiles the internal factors of teamwork constitute leadership style, diversity (culture, talent and personalities) communication, and cohesiveness among others. which affects teamwork (Gang, 2018).

Leadership

Leadership is the ability to influence others as well as the art of cultivating a shared sense of purpose and enthusiasm among individuals, driving them toward the accomplishment of organizational and group goals and objectives (Yondarenchin, Zanabazar and Baljinnyam, 2023). The exceptional support, motivation, and encouragement provided by leaders play a pivotal role in fostering employee engagement and enabling them to perform at their peak, ultimately driving organizational success and yielding commendable outcomes (Bakker & Bal, 2010). The Longman Dictionary of Contemporary English (2019) defines leadership as: "the action of leading a group of people or an organization; the state or position of being a leader". Many others have defined leadership in terms behaviour, traits, competencies, activities and results of leaders. One of the most popular definitions of leadership has been proposed as "the influencing process of leaders and followers to achieve organizational objectives through change" (Achua and Lussier, 2010). The type of leadership a company adopts has a significant impact on whether or not it is successful in achieving its goals. It is believed that wise leadership plus a motivated workforce produce a lucrative and long-lasting business organization (Löfsten, 2016).

Problem-solving

Problems are an integral part of the professional lives of the individuals. Within the course of implementation of job duties, there are occurrence of various types of problems. These are related to job duties, methods, procedures, approaches, strategies, infrastructure, amenities, facilities and the overall working environmental conditions. The problems may be experienced in a major or in a minor form. The individuals need to put emphasis on up-gradation of problem-solving skills (Abazov, 2021). The problems need to be solved and prevented from assuming a major form. The reason being, they can give rise to impediments within the course of implementation of tasks and functions. The employee creativity factor has an important role in improving employee performance as in the research conducted by (Indrajita et al., 2021). Employee creativity is as a form of creative thinking and

the ability to see various possibilities in solving a problem. Employee creativity is a form of thinking or ideas, but until now it has received less attention (Indrajita et al., 2021).

Employee Performance

The Longman Dictionary of Contemporary English (2019) defined performance as “How well or badly a person, company etc. does a particular job or activity.” Njoku and Adindu (2014) opine that performance is the outcome of work because they provide the strongest linkage to the strategic goals of the organization, customer satisfaction, and economic contributions. Al-Jammal, Al-Khasawneh and Hamadat (2015) defined employee performance as the level of efforts and achievements exerted by employees. To Okunribido (2015), employee performance can be defined in terms of quantifiable outcomes of work behaviour and in terms of behavioural dimensions (e.g., work related communication, decision-making, attention to detail) that are less quantifiable. According to Mbah, Ekechukwu and Odinachi (2019) employee performance is a rating system used in most corporations to determine the abilities and output of an employee.

Employee Monitoring

The monitoring of employee performance in an organization stands as an integral aspect and segment of organizational growth and development. Managers are expected to perform the important function of monitoring the performance of subordinate so as to boost organisational growth and achieve stated goals (Yamoah, 2014). Companies need to ensure that employees follow procedures and rules in order to

achieve successful results and correct functioning. This represents a serious challenge for organizations as many studies have reported evidence on extensive and widespread employees’ non-compliance. To ensure correct conduct, companies can rely on different tools, one of them is employee monitoring. Both the terms “workplace monitoring” and “surveillance” (Ball, 2010) have been used by academics to indicate the practices undertaken by organizations to have control over the actions of employees. Further, monitoring was also defined as the behaviours conducted by one party to gain information about another party’s level of cooperation (Sarraf, 2016).

Continuous Feedback

Feedback is the process of providing individuals with information about their performance. It should be objective, specific, timely and give a clear indication of how people perceive behaviour and performance. For feedback to affect the correction needed, it must specify what was good about the performance, specify what should be changed about the performance and how it can be done. The one giving the feedback must express confidence in the receiver and in his or her ability to deliver the expected performance (Yamoah, 2014). According to Visscher and Coe (2023), one of the core assumptions of performance management is that if people receive feedback about their performance, they will be both motivated and empowered to improve. Nonetheless, Kaymaz (2017) observes that this is not always true as many employees dislike receiving feedback and the performance feedback, they receive is often inconsistent and unreliable hence counterproductive on employee performance.

Conceptual Framework

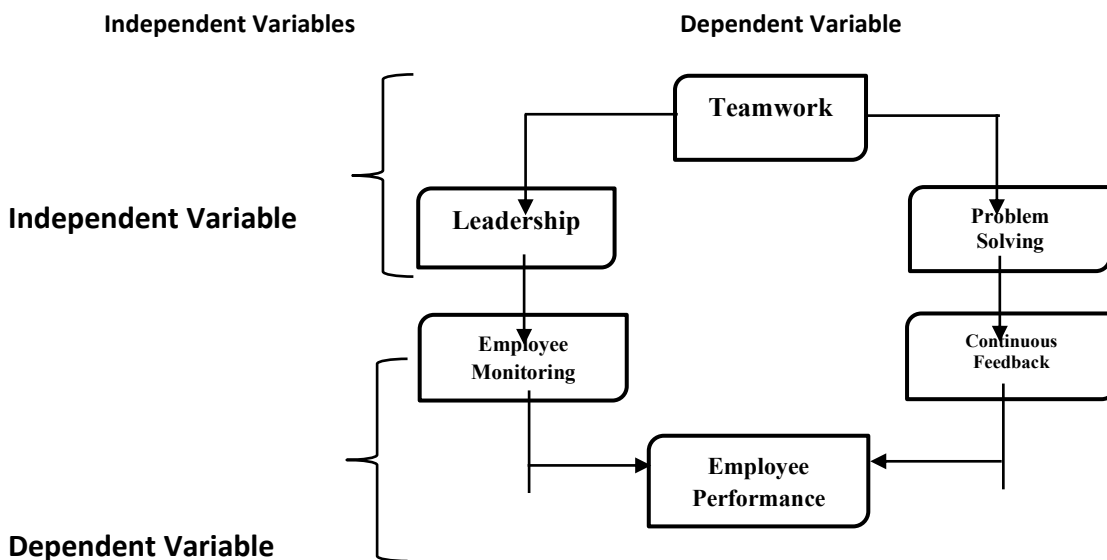


Figure 1: Conceptual Diagram

The diagram shows how components of teamwork such as leadership and problem-solving have effects on employee performance, through the components of the employee performance such as employee monitoring and continuous feedback. The purpose of the diagram is to show a pictorial representation of the relationship between the components used in the study.

Theoretical Framework

The study reviewed two theories in relation to the objective of the study. However, between these theories, the study is anchored on the social exchange theory of Homans and Blau, as the theory explains the nature of human interaction and the motives behind them. Such interactions also help the individuals towards better performances in their places of work. The theories reviewed are:

- i. Social Exchange Theory (George Homans, 1958; Blau, 1964)
- ii. Goal-setting Theory (Edwin Locke, 1968).

Social Exchange Theory

Social Exchange Theory, initially formulated by George Homans and further developed by Peter Blau in the 1950s, posits that social behaviour is a result of an exchange process based on a rational calculation of rewards and costs within relationships (Homans, 1958; Blau, 1964). This theory asserts that individuals engage in interactions and relationships expecting reciprocal benefits while aiming to minimize costs. It operates on the premise that people assess their relationships based on a perceived balance between what they invest in the relationship and what they receive in return (Blau, 1964). In the context of the study on the effect of teamwork on employee performance in food and beverage firms in Enugu State, Social Exchange Theory could illuminate how teamwork influences employee performance. The theory suggests that employees engaging in teamwork might anticipate rewards such as improved job satisfaction, increased support, and enhanced performance outcomes, thereby contributing to their overall performance within these firms (Homans, 1958).

Goal-Setting Theory

Goal-Setting Theory, pioneered by Edwin Locke in the mid-1960s, emphasizes the significance of setting specific and challenging goals in motivating individuals and guiding their efforts toward higher performance (Locke & Latham, 1990). This theory posits that clear, specific, and challenging goals, when accompanied by appropriate feedback and commitment, lead to enhanced performance. It assumes that individuals are active decision-makers who are committed to achieving

their goals and that setting challenging goals positively influences performance (Locke, 1968). In the context of the study on food and beverage firms in Enugu State, Goal-Setting Theory might elucidate how teamwork facilitates the establishment and attainment of common goals among employees. Effective teamwork might help in setting clear objectives, fostering a shared vision among team members, and enhancing commitment toward achieving these goals, consequently positively impacting employee performance within these firms (Locke & Latham, 1990).

These theories offer valuable frameworks to understand the influence of teamwork on employee performance in food and beverage firms. Social Exchange Theory underscores the reciprocal nature of relationships and how teamwork might impact performance through perceived benefits and costs, while Goal-Setting Theory highlights how teamwork might facilitate goal achievement and enhance performance outcomes within these organizational settings.

Empirical Review

Leadership and Employee Monitoring

Boakye (2015) examined the impact teamwork has on organizational performance. This research study analyses the impact of teamwork on organizational performance on the employees of Komfo Anokye Teaching Hospital and Ejisu Government Hospital. Several measures of team performance were analysed including team trust, recognition and rewards. Convenience sampling technique was used to select the employees while purposive sampling technique was used to select management in the organization. A self-structured questionnaire was used in the data collection. The research study used correlation techniques in order to analyse the relationship between two variables that was Teamwork and Organization Performance. There was clear evidence that teamwork and other measures of team performance are positively related with organization performance. The result of the study shows that there was a significant positive impact of teamwork on organizational performance.

Onyekwelu, Anah, Onwuchekwa and Ejike (2018) explored the effect of team work on employee performance in an organization, using selected medium scale enterprises in Anambra State. Whereas summary statistics of percentages were used to answer the research questions, correlation coefficient and multiple regression analysis were used to verify the claims of the hypotheses. All tests were carried out of 0.05 level of significance. The findings showed that 80.7 percent relationship exist between the dependent and independent variables. It showed further that the coefficient of determination, $R^2 = 721$ thus indicating

that 72.1 percent of the variation in the dependent variable can be explained by the independent variables. Also, the F-value showed that overall; regression model is statistically significant, valid and fit for any predictive purposes. Equally, the coefficients of the individual predictors of employee performance—team members' abilities, team esprit de corps, team trust, recognition and reward and their t-values showed varying degrees of positive relationship with the dependent variable.

Ismael (2023) examined the relationship between employee motivation and leadership style at Sudan's Al-Neelain University. The outcomes of the investigation were determined by the researcher using the quantitative approach. A questionnaire that was sent to administrative staff members at Al-Neelain University was used to collect the primary data. The statistical analysis, which was done using SPSS 22, revealed that motivation and leadership styles had a generally positive significance.

Sudarso, Rony and Syarief (2023) examined the influence of leadership, work culture, motivation and technology acceptance on employee performance moderated by the work environment. The method used in this study is a quantitative method using a causal study survey approach. This research was conducted at the Secretariat General of the Ministry of Finance with a total sample of 250 employees from a population of 2,740 employees. The data analysis technique in this study used the Structural Equation Modelling-Partial Least Square (SEM-PLS) method with the help of the SMART PLS Application to conduct research data analysis. The findings of the study shows that the work environment is able to moderate the effect of motivation on employee performance at the Secretariat General. In addition, leadership has no effect on the performance of employees at the Secretariat General.

Yondorenchin, Zanazabar and Baljinnyam (2023) investigated the impact of leadership styles on employee loyalty and engagement. The survey involved 153 employees, and the statistical analyses involved factor analysis, reliability analysis, correlation analysis, and structural equation models (SEMs). Based on the analysis results, it was observed that among the study participants, the transformational leadership style exhibited a strong and positive impact on both employee loyalty and engagement. Similarly, the transactional leadership style demonstrated a moderate yet positive influence on employee loyalty and engagement. Furthermore, a strong positive relationship was identified between employee loyalty and engagement, indicating that higher levels of loyalty contribute significantly to increased employee engagement.

Problem-Solving and Continuous Feedback

Khan and Al Mashikhi (2017) examined the impact of teamwork on the performance of employees working in banking sector. For the data analysis, correlational research design was used to examine the relationship between teamwork and employees' performance. Data was collected from 120 employees working in a Bank. Different statistical tests were applied which demonstrate that there is a positive and direct relationship of teamwork on employees' performance. The results obtained from correlation and regression analyses displayed a significant impact of teamwork on employee performance.

Abosede and Adesanya (2017) examined the contributions of self-efficacy and problem-solving skills to the job performance of secretaries. Ten (10) Secretaries were selected from thirty (30) government parastatals through simple random sampling techniques. Out of the 300 questionnaires distributed only 294 were returned. The data collected were analysed using Pearson Product Moment Correlation (PPMC), Multiple Regression, and Analysis of Variance (ANOVA). The result obtained indicated that the predictor variables (self-efficacy and problem-solving skills) accounted for 61.1% of the variance in the job performance of Secretaries in the public service of Ogun State which implies that there is a significant combined contribution of self-efficacy and problem-solving skills in the prediction of job performance of Secretaries in the public service of Ogun State. Also, there are significant and positive relationship among self-efficacy, problem solving skills and job performance.

Wanyeki, Maina, Sanyanda and Kiiru (2019) examined the factors that were associated with the teamwork approach at the job environment and their contribution on the employee performance. The study was an analysis of 100 respondents, faculty members of Kenyatta University, where the questionnaires were distributed among various schools and in the supportive sector which included the cafeteria and health department. The main instrument used to collect data for this study was mainly a questionnaire and an interactive interview. The instrument was structured in a simple format where simple questions, open-ended, were framed based on the set objectives of the study. The findings indicated that teamwork has proven to be closely related to the performance of the individual employee. This concurs with earlier research work which indicates that teamwork helps to enhance productivity, boosts effectiveness and also efficiency at the workplace. The various faculties and the supporting sectors should seek to enhance the teamwork in attaining their mandate through the participation of every employee.

Samwell (2019) examined the importance of teamwork on employees' performance in manufacturing companies in Lake Zone regions in Tanzania. Teamwork is one of the most important factors that help to improve employees' performance in the organization. The study adopted survey research design and used a stratified random sampling technique to select a sample size of 102 respondents from manufacturing companies in Lake Zone regions. Data was collected using structured questionnaires and analysed using descriptive statistics, correlation analysis, Parametric tests (T-test) and regression analysis and the results presented using tables. The results of the study reveal that there is a positive significant relationship between teamwork and employee performance in manufacturing companies in Lake Zone regions in Tanzania.

Jyung, Lee, Park, Cho and Choi (2020) examined the impact of basic background, cultural capital, skill use, and participation in training on employees' problem-solving proficiency in Japan and Korea based on data from the Programme for the International Assessment of Adult Competencies Survey (PIAAC). This research compared four clusters (basic background, cultural capital, participation in training, skill usage) to determine the factors affecting problem-solving skills in technology-rich environments (PSTRE) in Japan and Korea. In addition, the study examined whether aging moderate the relationship between skill usage and participation in training and PSTRE. The finding shows that PSTRE is associated with the basic background, cultural capital, and skill usage. Moreover, the interaction effect between the use of skill at home and age is statistically significant in Japan.

Gap in Knowledge

Existing research presents gaps in understanding the impact of teamwork on employee performance. Studies have predominantly focused on singular sectors like healthcare, banking, and universities, leaving a gap in comprehending this relationship across diverse

organizational settings. While some research highlights the positive relationship between teamwork and performance, there's limited exploration into specific team dynamics such as trust and recognition that significantly contribute to enhanced performance. Additionally, the influence of contextual factors, leadership styles, and technology acceptance as moderating variables remains underexplored. Further investigation is needed to understand how teamwork influences skill development, problem-solving proficiency, and their subsequent impact on employee performance. Closing these gaps could provide nuanced insights into fostering effective teamwork practices across varied contexts.

Methodology

The area of the study was Enugu State. The study made use of selected Food and beverage firms in Enugu state. The population of the study was two hundred and ninety-seven (297) employees of the selected study. The study used the descriptive survey design approach. The primary source of data was the administration of questionnaire. The whole population was used due to small number. Two hundred and sixty-six (266) Employees returned their questionnaire and accurately filled. That gave 90 percent response rate. The validity of the instrument was tested using content analysis and the result was good. The reliability was tested using the Pearson correlation coefficient (r). It gave a reliability co-efficient of 0.77 which was also good. Data was presented and analysed by mean score and standard deviation using Sprint Likert Scale. The hypotheses were analysed using Z - test statistic tool.

Results

Data Presentation and Analyses

The effect of leadership on employee monitoring of food and beverage firms in Enugu State

Table 1: The effect of leadership on employee monitoring of food and beverage firms in Enugu State

		5	4	3	2	1	ΣFX	-	SD	Decision
		SA	A	N	DA	SD		X		
1	Leaders provide guidance to make workers more productive	495	80	261	66	27	929	3.49	1.363	Agree
		99	20	87	33	27	266			
		37.2	7.5	32.7	12.4	10.	100%			
2	The inspiration of leaders helps to cut down on the number of mistake	755	80	114	46	34	1029	3.86	1.482	Agree
		151	20	38	23	34	266			
		56.8	7.5	14.3	8.6	12.	100%			

3	The leaders motivates in achieving goals and efficient use of one’s time.	605	80	216	36	34	971	3.65	1.432	Agree
		121	20	72	18	34	266			
		45.5	7.5	27.1	12.8	99.6	100%			
4	Leaders help to create a vision and make a workplace safer.	655	220	96	36	30	1037	3.89	1.377	Agree
		131	55	32	18	30	266			
		49.2	20.7	12.0	6.8	11.3	100%			
5	There is promotion of informed decisions and recognize an employee’s positive abilities through monitoring	765	148	63	56	27	1059	3.98	1.413	Agree
		153	37	21	28	27	266			
		57.5	13.9	7.9	10.5	10.2	100%			
Total Grand mean and standard deviation							3.77	1.413		
							4	4		

Source: Field Survey, 2023

Table 1, 199 respondents out of 266 representing 44.7 percent agreed that the Leaders provide guidance to make workers more productive with mean score 3.49 and standard deviation of 1.363. The inspiration of leaders helps to cut down on the number of mistake 171 respondents representing 64.3 percent agreed with mean score of 3.49 and standard deviation of 1.482. The leaders motivate in achieving goals and efficient use of one’s time 141 respondents representing 53.0 percent agreed with mean score of 3.65 and standard deviation

of 1.432. Leaders help to create a vision and make a workplace safer 186 respondents representing 69.9 percent agreed with mean score of 3.89 and 1.377. There is promotion of informed decisions and recognize an employee’s positive abilities through monitoring 190 respondents representing 71.4 percent agreed with a mean score of 3.98 and standard deviation 1.413.

The effect of problem-solving on providing continuous feedback of food and beverage firms in Enugu State

Table 2: The effect of problem-solving on providing continuous feedback of food and beverage firms in Enugu State

		5	4	3	2	1	ΣFX	-	SD	Decision
		SA	A	N	DA	SD		X		
1	Problem solving helps to identify and exploit opportunities	500	264	54	94	47	959	4.24	1.466	Agree
		100	66	18	47	47	266			
		37.6	24.8	6.8	17.7	13.2	100%			
2	There is exert of some level of control over future	565	372	57	24	29	1047	3.94	1.288	Agree
		113	93	19	12	29	266			
		42.5	35.0	7.1	4.5	10.9	100%			
3	Problem solving help employees work more effectively with others.	770	284	54	12	17	1137	4.27	1.114	Agree
		154	71	18	6	17	266			
		57.9	32.3	6.8	2.3	6.4	100%			
4	Better time management is inspired and helps know what is happening with the employees solving.	650	352	39	34	18	1093	4.11	1.181	Agree
		130	88	13	17	18	266			
		48.9	33.1	4.9	6.4	6.8	100%			
5	Problem solving encourages to think unconventionally and allow employees to constantly receive information	425	456	39	30	7	957	3.60	1.246	Agree
		85	114	13	15	7	266			
		32.0	42.9	4.9	12.0	8.3	100%			
Total Grand mean and standard deviation							4.032	1.259		

Source: Field Survey, 2023

Table 2, 166 respondents out of 266 representing 62.4 percent agreed that the Problem solving helps to identify and exploit opportunities with mean score 4.24 and standard deviation of 1.466. There is exert of some level of control over future 206 respondents

representing 77.5 percent agreed with mean score of 3.94 and standard deviation of 1.288. Problem solving help employees work more effectively with others 225 respondents representing 90.2 percent agreed with mean score of 4.27 and standard deviation of 1.114. Better time management is inspired and helps know

what is happening with the employees solving 218 respondents representing 82.0 percent agreed with mean score of 4.11 and 1.181. Problem solving encourages thinking unconventionally and allowing employees to constantly receive information 199 respondents representing 74.9 percent agreed with a mean score of 3.60 and standard deviation 1.246.

Test of Hypotheses

Hypothesis One: Leadership has no significant effect on the employee monitoring of food and beverage firms in Enugu State

Table 3: One-Sample Kolmogorov-Smirnov Test

		Leaders provide guidance to make workers more productive .	The inspiration of leaders helps to cut down on the number of mistake.	The leaders motivates in achieving goals and efficient use of one's time.	Leaders help to create a vision and make a workplace safer.	There is promotion of informed decisions and recognize an employee's positive abilities through monitoring.
N		266	266	266	266	266
Uniform Parameters ^{a,b}	Minimum	1	1	1	1	1
	Maximum	5	5	5	5	5
Most Extreme Differences	Absolute	.372	.568	.457	.492	.575
	Positive	.102	.128	.128	.113	.102
	Negative	-.372	-.568	-.457	-.492	-.575
Kolmogorov-Smirnov Z		6.070	9.258	7.433	8.032	9.381
Asymp. Sig. (2-tailed)		.000	.000	.000	.000	.000
a. Test distribution is Uniform.						
b. Calculated from data.						

Decision Rule

If the calculated Z-value is greater than the critical Z-value (i.e $Z_{cal} > Z_{critical}$), reject the null hypothesis and accept the alternative hypothesis accordingly.

Result

With Kolmogorov-Smirnov Z – value ranges from 6.070 < 9.381 and on Asymp. Significance of 0.000, the responses from the respondents as display in the table is normally distributed. This affirms the assertion of the most of the respondents that Leadership had significant positive effect on the employee monitoring of food and beverage firms in Enugu State.

Decision

Furthermore, comparing the calculated Z- value ranges from 6.070 < 9.381 against the critical Z- value of (2-tailed test at 95 percent level of confidence) the null hypothesis was rejected. Thus, the alternative hypothesis was accepted which states that leadership had significant positive effect on the employee monitoring of food and beverage firms in Enugu State.

Hypothesis Two: Problem-solving has no significant effect on continuous feedback of food and beverage firms in Enugu State

Table 4: One-Sample Kolmogorov-Smirnov Test

		Problem solving helps to identify and exploit opportunities.	There is exert of some level of control over future.	Problem solving help employees work more effectively with others.	Better time management is inspired and helps know what is happening with the employees solving.	Problem solving encourages to think unconventionally and allow employees to constantly receive information.
N		266	266	266	266	266
Uniform Parameters ^{a,b}	Minimum	1	1	1	1	1
	Maximum	5	5	5	5	5
Most Extreme Differences	Absolute	.376	.524	.596	.570	.498
	Positive	.132	.109	.064	.068	.083

	Negative	-.376	-.524	-.596	-.570	-.498
Kolmogorov-Smirnov Z		6.131	8.553	9.718	9.289	8.124
Asymp. Sig. (2-tailed)		.000	.000	.000	.000	.000
a. Test distribution is Uniform.						
b. Calculated from data.						

Decision Rule

If the calculated Z-value is greater than the critical Z-value (i.e $Z_{cal} > Z_{critical}$), reject the null hypothesis and accept the alternative hypothesis accordingly.

Result

With Kolmogorov-Smirnon Z – value ranges from 6.131 < 9.718 and on Asymp. Significance of 0.000, the responses from the respondents as display in the table is normally distributed. This affirms the assertion of the most of the respondents that problem-solving had significant effect on continuous feedback of food and beverage firms in Enugu State.

Decision

Furthermore, comparing the calculated Z- value ranges from 6.131 < 9.718 against the critical Z- value of 0.000 (2-tailed test at 95 percent level of confidence) the null hypothesis was rejected. Thus, the alternative hypothesis was accepted which states that Problem-solving had significant effect on continuous feedback of food and beverage firms in Enugu State.

Summary of Findings

- i. Leadership had significant positive effect on the employee monitoring of food and beverage firms in Enugu State, Z (95, n = 266), 6.070 < 9.381, P. <. 05.
- ii. Problem-solving had positive significant effect on continuous feedback of food and beverage firms in Enugu State, Z (95, n = 266), 6.131 < 9.718, P. <. 05.

Conclusion

The study concluded that Leadership and problem-solving had significant positive effect on the employee monitoring and continuous feedback of food and beverage firms in Enugu State. Teamwork is the process of working together among a group of people in order to accomplish a goal or a set of goals. Teamwork is the collaborative effort of a group to achieve a common goal or to complete a task in an effective and efficient way. Teamwork is seen within the framework of a team, which is a group of interdependent individuals who work together towards common goals.

Recommendations

- i. The management of food and beverage manufacturing firms should know that Leadership helps to direct an organization's resources for improved efficiency and the achievement of goals and therefore should not be neglected. Leadership serves as a guiding force that enables teams to achieve their objectives and drive positive outcomes.
- ii. For fast identification and exploitation of opportunities in the environment and exert (some level of) control over the future there is need for Problem solving skills. It will help strategize solutions, helping others recognize and use their strengths and potential to contribute to projects.

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