

Team Building and Sustainability of Lubricant Firms in Anambra State

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ABSTRACT

In the dynamic landscape of the global economy, traditional hierarchical organizational structures are facing challenges in maintaining competitiveness, adaptability, and sustainability. This study delves into the crucial role of team building in nurturing sustainability, productivity, and cohesive relationships among employees, particularly within fiercely competitive industries like the lubricant sector in Anambra State, Nigeria. The research explored the historical roots of team building, tracing its origins to the industrial revolution, and highlights its contemporary relevance in the context of modern organizations. Despite the acknowledged importance of team building, this study aims to provide a comprehensive analysis of its specific impacts on employee relations, creativity, and performance within the Anambra lubricant sector. By examining empirical data and case studies, the paper aimed to shed light on how effective team building strategies can be implemented to achieve sustainable productivity in such highly competitive industries. The objectives include investigating the effects of team trust and team training on the environmental sustainability of lubricant firms in Anambra State. The study's findings revealed that team trust and team training significantly enhance the environmental sustainability of lubricant companies. These results emphasize the critical role of team building practices in improving sustainability and performance within the sector. The recommendations put forth include promoting impactful interactions

among team members to foster trust, support, and understanding, as well as continuous evaluation of coaching-based training and development programs to enhance employee learning outcomes. This research contributes valuable insights to organizations seeking to optimize resources and achieve sustainable growth in competitive industries

Keywords: Team building, Sustainability, Lubricant firms, Organizational performance, Employee relations, Productivity, Team trust, Team training

INTRODUCTION

In the rapidly evolving global economy, the hierarchical organizational structure is no longer sustainable for commercial organizations seeking responsiveness, efficiency, innovation, and learning. Team building, a concept with historical roots dating back to the industrial revolution, offers a pathway to enhanced organizational performance, cohesion, and creativity, particularly in industries marked by intense competition such as the lubricant sector in Anambra state, Nigeria. This paper explores the critical role of team building in fostering sustainability, productivity, and harmonious relations among employees, ultimately contributing to the achievement of organizational objectives. The contemporary global economy is characterized by unprecedented specialization and rapid

change, challenging traditional hierarchical organizational structures. In response, modern institutions are exploring alternative approaches to enhance their adaptability and efficiency. Team building, although not a new concept, has gained prominence as a means to foster cooperation, creativity, and improved performance within organizations. Its historical roots can be traced back to the industrial revolution of the 18th century when factories employed teams to boost efficiency in large-scale production (Mbah, 2018).

Despite the historical and modern significance of team building, there is a need for a comprehensive exploration of its impact on organizational sustainability and productivity, particularly in highly competitive industries such as the lubricant sector in Anambra state, Nigeria. Existing research has acknowledged its importance but lacks in-depth analysis of its specific effects on employee relations, creativity, and performance in this context (Garba, 2020). This paper focuses on the lubricant sector in Anambra state, Nigeria, which operates in a fiercely competitive environment. It examines how team building has not only improved productivity but also fostered harmonious relations among employees. By bringing out the creative talents of its members, team building has proven to be a catalyst for enhanced performance and product quality in an industry where meeting market expectations is paramount (Onyekwelu, 2019). Through empirical analysis and case studies, this paper aims to provide insights into how team building strategies can be effectively implemented to achieve sustainable productivity in such industries (Haiemann, 2011).

The rationale behind this research stems from the critical need for organizations, especially those operating in highly competitive sectors, to find innovative ways to boost productivity, enhance employee relations, and ensure sustainability. Team building, as a time-tested concept, offers a promising avenue for addressing these

challenges (Fapohunda, 2013). The motivation for this research is driven by the desire to contribute to the understanding of how team building practices can be tailored to specific industry contexts, with a focus on the lubricant sector in Anambra state. By shedding light on the practical benefits of team building, this study aims to provide actionable insights for organizations seeking to maximize their resources and achieve sustainable growth (Kelvin-Iloafu, 2017).

Objectives of the Study

The main objective of the study is to examine the effect of team building on sustainability of lubricant firms in Anambra state. Specifically, the study seeks to:

1. Investigate the effect of team trust on environmental sustainability of lubricant firms in Anambra state.
2. Evaluate the effect of team training on environmental sustainability of lubricant firms in Anambra state.

Hypotheses

To direct the study, the following null hypotheses were developed:

1. H₀: Team trust has no significant positive effect on environmental sustainability of lubricant firms in Anambra state.
2. H₀: Team training has no significant positive effect on environmental sustainability of lubricant firms in Anambra state.

Conceptual Explanations

Team Building

According to Aga, Noorderhaven, and Vallejo (2016), team building refers to an activity where a group investigates how it works together and takes steps to foster an environment that values and supports member contributions. A team consists of several individuals who are committed to the same objective. Team building, according to Arrey (2014), is the process of enhancing a work group's efficiency in completing the task and meeting the demands of the individual members. It is

one of the group development exercises that is most frequently utilized to enhance employee and organizational performance. According to Brady (2018), team building involves assisting both management and people in learning how to collaborate effectively. As a result, firms all over the world regularly deploy a range of tactics and approaches to assist their employees in getting to know one another, learning how to solve problems, boosting personal and collective creativity, and working effectively together to achieve a common objective. According to Kriek (2017), organizations use a range of teambuilding techniques to support interventions for a number of goals, including enhancing interpersonal relationships, boosting motivation, lining up with change programs, boosting productivity, finding direction, and resolving conflict within the organization.

Team building, according to Ikon, Onwuchekwa, and Okolie-Osemene (2018), can affect employees' performance in areas including service delivery, competitive advantage, organizational responsiveness, and market value creation for the company's goods and services, among others. So, enhancing employee performance through team building is still essential (Long and Shields, 2010). Team building, according to Ajayi and Modupe (2014), entails cultivating and promoting cooperative attitudes and procedures. According to Fapohunda (2013), team building entails the process of assisting the group in achieving its objectives. Jade (2012) defines team building as a concept of job design where employees are seen as members of interdependent teams rather than as lone workers. In team building, the focus is on problem solving, effectiveness, and making the most of all team members' resources to fulfil the team's mission. Therefore, it is a general phrase for a variety of activities intended to improve interpersonal relationships and specify responsibilities within teams, frequently involving collaborative tasks. In organizations, team building aims to increase individual and

group productivity through the accomplishment of organizational goals. It also aims to integrate the top management and lower level personnel so that they may work more productively and generate more revenue.

Ajayi and Modupe (2014) contend that it inspires workers to be more productive and fosters teamwork and a sense of social support among them. One of the main goals of team building is to alter the behaviors and attitudes that are widespread within the company, which are mostly unrelated to the people that work there (Fapohunda, 2013). Additionally, it fosters a sense of unity and interdependence that encourages loyalty to the group. Its primary goal is to focus on bringing out the best in a team to ensure self-development, wholesome communication, leadership abilities, and the capacity to collaborate closely to solve problems. Therefore, effective team development must be founded on the abilities, competencies, and skills of the individual team members.

Sustainability

A sustainable society is one in which all people have access to economic opportunity, communities and countries are secure, peaceful, and thriving, and the integrity of the biosphere that supports life has been restored and is being maintained to the extent required to achieve these objectives. To realize this objective, all four sustainability factors must be considered (Clough, Chameau, and Carol, 2006). When everyone on earth can live comfortably without sacrificing their potential to do so in the future, sustainability has been accomplished. The continuance of the economic, social, institutional, and environmental dimensions of human civilization is a systematic idea known as sustainability. It is intended to be a method of organizing civilization and human activity so that society, its citizens, and its economies are able to meet their needs and express their greatest potentials in the present, while preserving biodiversity and

natural ecosystems, and planning and acting for the ability to maintain these ideals in a very long term. Every level of an organization is impacted by sustainability, from the global level to the local community (Wikipedia, 2006). Programs, efforts, and actions targeted at the preservation of a certain resource are referred to by the word "sustainability," which really identifies a number of pillars, including human, economic, environmental, and social.

Theoretical Framework

To explain how collaboration affects long-term performance, a variety of theoretical justifications have been proposed. The theoretical foundations of this study are Belbin's Team Roles Theory (1981), Becker, Huselid, Pickus, and Spratt's Strategic Human Resource Management HRM theory, and Dyer and Reeves' (1995) Strategic Human Resource Management HRM theory. The idea of a theory on the personalities of particular team members was introduced by Belbin Associates in 2012, and it describes how each team member is remarkable in the performance of the group. The success of the organization can occasionally be impacted by an individual's highly special behavior in a team, according to Belbin's other claim. He conducted research to identify diverse team responsibilities in the groups in an organization, using a self-perception questionnaire, to support this claim. Belbin's research led to the discovery of nine distinct functions, each of which contributes to an individual team member's very specific features. Belbin went on to say that each team member's function has strengths and weaknesses that all leaders need to be aware of. Since the highly effective team members had to use all the combinations of team personalities in order to boost teams' overall productivity, profitability, and sustainability, it is essential for the leader to have a thorough understanding of every role played by the team members in order to manage great teams.

Belbin's analysis of teams revealed team characteristics that were observed and played a crucial part in the development of effective and long-lasting teams in every company. Myers-Briggs asserts that he backed the aforementioned idea by assisting the team coordinator in identifying the behavior of teams and organizing them into pertinent groupings to provide long-lasting results. This idea is relevant because it gives us a better understanding of how teamwork has boosted businesses' performance through the combined efforts of staff members who have over time grown more dedicated to working toward and maintaining the goal and vision of their respective organizations. According to the strategic human resource management (HRM) theory put forth by Becker, Huselid, Pickus, and Spratt (1997) and Dyer and Reeves (1995), an appropriately designed human resource (HR) system, which typically includes teamwork, will have a positive impact on an employee's job satisfaction, commitment, and motivation, which will result in behavioral changes that improve performance.

According to strategic human resource management (HRM) theory, all human resource initiatives should be in line with the company's goals and objectives. This is consistent with Belbin's thesis, which advocates for having streamlined tasks that will highlight each employee's distinct qualities and functions, hence enhancing desired productivity. However, the human resources division enables the attainment of the company's long-term goals to translate into sustainable results by making sure that all variables, including marketing, finance, manufacturing, and sales, get the necessary resources. The notion emphasizes the value of teamwork in a period of rising competition more than before. Harmonization of departments becomes quite straightforward and easy in an organization where team roles are acknowledged and welcomed. The ability of the many departments to cooperate in order to meet the organization's objectives is made

feasible by team spirit. It also provides a platform for individuals' ideas to be applied to effective and long-lasting performance. Unlike other businesses that do not perceive the necessity to collaborate for the organization's development, the organization's resources are directed toward the same goal that has been established. Teams can also increase an individual's outputs through collaboration. The SHRM theory is relevant to team building because it assists organizations in achieving their objectives by coordinating HR initiatives with overall business goals and recognizing workplace behavioral strengths and weaknesses. In light of this, strategic human resource management (HRM) emerged as a way to increase labor utilization and maintain individual performance. This notion implies that team members' potential can be fostered and supported in order to accomplish and maintain predetermined goals of lubricant companies.

Empirical Review

Ikon, Onwuchekwa and Okolie-Osemene (2018) examined teambuilding and sustainability of employee performance in selected breweries in South East, Nigeria. While the research explicitly determined the connection between service delivery and harmonization at the chosen breweries in South East, Nigeria. With 262 participants as its sample size, the study employed a descriptive survey design. At a significance level of 0.05, the hypothesis was tested using the Pearson Product-Moment Correlation Coefficient using SPSS version 22. The study found that employees at the chosen breweries in South East, Nigeria, provided better service because there is always cohesion, trust, dedication, and understanding of the team dynamics when there is harmony among the employees of a firm. Therefore, it was advised that breweries in South East Nigeria employ managers who would be charged with the task of fostering cooperation through employee trust while forming teams for efficient service delivery, as well as making

sure that team building should be accompanied by policy that would checkmate the excesses of the teams.

Garba (2020) analyzed the impact of teamwork on organizational performance in the Nigerian public sector: a study of the Benue State Civil Service. Primary sources of data were collected from respondents in the research area via convenience sampling. A questionnaire was used to collect the data, and inferential statistics, such as simple linear regression analysis, were used to analyze it. Utilizing the probability values of the estimates, the study's hypotheses were put to the test. The study's first model demonstrates that cooperation positively affects the performance of civil service proxies in the state of Benue by way of service delivery, and the result is statistically significant ($p < 0.05$). Although the effect is not statistically significant ($p > 0.05$), it is consistent with the a priori anticipation that teamwork has a beneficial impact on the performance of Benue State Civil Service proxies by turnaround time. Thus, a unit increase in teamwork will translate into a margin increase of 27.3% in turnaround time in the Benue State Civil Service. Teamwork improves operational efficiency, which has a statistically significant ($p < 0.05$) and expected influence on the performance of Benue State Civil Service proxy employees. In Benue State Civil Service, this translates into a margin of 49.6% more operational efficiency for every unit increase in cooperation. Teamwork was found to be crucial to the growth and operation of any organization or institution. It was suggested, among other things, that the administration of Benue State should provide incentives for teamwork since it has been proven to increase performance.

Fapohunda, (2013) examined the effect of team building on organizational performance, using Alpa Dio Technology. Its goal is to bring out the best in a group of people in order to assure self-improvement, good communication, leadership abilities, and the capacity for close teamwork when it comes to problem-solving. In order to

provide a realistic glimpse of what may be accomplished through teamwork, this study analyses recent team literature in an effort to explain some of the benefits and implementation difficulties of teams. According to the research, a variety of factors, including as the culture and climate of the business, the caliber of team leadership, employee dedication, the structure of compensation and rewards, and the degree of employee autonomy, can have either positive or bad effects on collaboration. This study offers eight crucial ideas that several authors have said are essential for the efficient growth of teams. These include having clear objectives, having the power to make decisions, having accountability and responsibility, having effective leadership, having resources available, having resources available, having organizational support, and having rewards for successful teams.

Sahar (2021) examined the influence of team trust on job performance. The purpose of this inquiry was to ascertain how collaboration affected the members of the Babil Governorate's Directorates of Agriculture and Water Resources, their performance, and the variables related to the concept of cooperation at work. The impact of collaboration on the staff of the Directorates of Agriculture and Water Resources in the Babil Governorate is investigated in this study. Collaboration-related concepts like as trust, leadership, structure, performance evaluation, and incentives were all investigated. The results reveal a significant and strong correlation between the performance of the Directorate of Agriculture and the Directorate of Water Resources in Iraq's Babil Governorate and the independent variables of teamwork, trusting climate, structure and leadership, performance evaluation and rewards.

Yohanes, Sautma and Togar (2019) examined how employee performance in the Fave Hotel Rungkut in Surabaya, Indonesia, was affected by organizational trust and citizenship behavior. To increase its competitiveness, Fave Hotel has to give its

employees more authority. Permanent employees who have been employed for at least a year received the surveys. The questionnaires were completed by 52 people. A Likert scale was utilized in the surveys. Software called Partial Least Square was used to process the data. First, the findings suggested that behaviors related to organizational citizenship are influenced by organizational trust. Second, corporate performance is impacted by organizational trust. Third, how a corporation treats its citizens has an impact on staff productivity. Fourth, organizational citizenship can increase trust in employee performance within the organization as an intervening variable. Fave Hotel pledges to increase employee roles through organizational citizenship behavior and employee empowerment through trust within the organization.

Onyekwelu, Anah, Onwuchekwa and Chukwuma (2018) used a few selected medium-sized businesses in Anambra State as the study region to examine the impact of teamwork on employee performance in an organization. In order to gather information from the respondents—most of whom were senior employees of the organizations chosen for the study—a descriptive survey using an item-structured instrument that the researcher had developed to reflect the modified Likert scale with five (5) points of strongly agree, agree, disagree, strongly disagree, and undecided was used. Pearson correlation, multiple regression analysis, and summary statistics were important analytical techniques. While percentage summaries were utilized to answer the research questions, correlation coefficient and multiple regression analysis were used to support the assertions of the hypotheses. The 0.05 threshold of significance was used for all tests. The results indicated that the dependent and independent variables have an 80% connection. It further demonstrated that the R² value of 721, which represents the coefficient of determination, indicates that the independent variables can account for 72.1% of the variation in the dependent

variable. Additionally, the F-value demonstrated that the regression model is statistically significant, valid, and appropriate for all types of prediction. In addition, the t-values of the various predictors of employee performance—team members' skills, team esprit de corps, team trust, recognition, and reward—and their coefficients revealed varying degrees of positive relationships with the dependent variable. Therefore, it was advised, among other things, that managers should make an effort to ensure that each team in the organization consists of the necessary skills that will enable the teams to perform effectively without having too much of any of the skills in the team to the detriment of other necessary skills.

Carlos. Jijena, Perote and Jose (2018) examined efficiency and sustainability in teamwork: the role of entry costs," Sustainability. To do this, we run a few lab tests using the Minimum Effort Game for two players. First, we contrast two approaches: one with "free play teams" and the other with "optimal entry cost teams," which are required to pay an upfront fee that will cover the entire production in the event of maximal contribution. The theoretical hypothesis that higher entry costs might improve efficiency is tested in the second comparison, which contrasts treatments with different up-front compensation amounts (ideal entry cost treatment vs. medium entry cost treatment). When compared to "free play teams," which lead to the effective and long-lasting solution, we discover that the upfront payment method encourages greater levels of effort. However, the increase in the upfront payment does not appear to hasten this convergence. These results support the development of a new strategy for promoting sustainability and efficiency in businesses.

Ooko (2013) examined the impact of teamwork on the achievement of targets in organizations in Kenya, using SOS children's village. The research area was Eldoret. Descriptive research methodology was used in the study. According to the

study, fair incentives and remunerations, promotions, acknowledging accomplishments, and pleasant working conditions are all effective ways to increase job satisfaction. If done properly, this would have an effect on the team's performance. It was determined that despite employees' awareness of the benefits of working in teams, there was no effective teamwork at SOS.

Jacobs and Arinze (2021) examined the effect of team work on organizational performance in Coscharis Rice Mill Igbariam. Three goals were set forward by the researcher, including one to "examine the effect of team members' abilities on organizational performance of Coscharis rice mill Igbariam." to examine the impact of team spirit on the operation of Coscharis Rice Mill Igbariam. To determine the impact of team members' trust on Coscharis Rice Mill Igbariam's organizational performance. Three research questions and hypotheses are, nevertheless, developed in accordance with the objectives. The study was founded on Belbin's 2012 Team Roles Theory. The research approach used for the study was a survey. Primary and secondary sources were used to create the data. Interviews and a questionnaire were used to gather data, and they were distributed at random to Coscharis Rice Mill employees. Three hundred and seventy-six (376) respondents made up the study's sample. The ANOVA method was used to test the hypotheses at a significance level of 0.05%. The study's conclusions showed that the Coscharis Rice Mill Igbariam team's organizational performance is significantly influenced by team members' skills, team spirit, and trust. The study advises that team members' abilities have a positive impact on employees' productivity in an organization. Managers should therefore make an effort to ensure that each team is made up of the necessary skills to enable the team to function effectively without having too much of each skill to the detriment of others. When a group of people depend on one another mutually, this is known as team

esprit de corps. To maximize the effectiveness of these teams for the organization, this should be strengthened by making sure that people with similar mindsets are assembled in teams.

Ulabor Akande and Abiodun (2020) investigates the impact of team building on organisational productivity. The purpose of this study is to investigate the influence of team building among the participants in the chosen case study as well as the impact of team member training and retraining on organizational productivity. The study also examined how a lack of team building contributed to low levels of turnover and productivity. Because of the huge population and the use of Pearson correlation to test the hypothesis, the researcher used the Yaro Yamane sampling procedure to choose a sample size of 261. The study had a total population of 750. The results showed that if team members can cooperate without taking into account their disparate backgrounds in terms of education and other factors, the projected level of production will be very high. It was also noted that the team leader's abilities to complete the task at hand determined its outcome, particularly if the team leader is friendly with fellow team members and has a high level of motivation. This would undoubtedly increase employees' productivity and efficiency. According to the study, in order to achieve the group's common objectives and tasks, team members need be able to trust, support, and respect one another's individual differences. Obiekwe, Mobolade, and Akinade (2021) examined the impact of team building and teamwork in organizations and their implications to managers and employees. Team building, according to the study, increases organizational productivity, service quality, and overall positive performances and improves organizational growth and effectiveness. Additionally, team building fosters ongoing development, honest and constructive communication, the growth of trust, and the development of leadership potential in group members.

However, it made clear that team development faces significant obstacles from employee resistance, a lack of trust, the virtual workplace, and globalization. The study came to the conclusion that team building encourages all team members to work effectively together as well as makes workplaces better overall. The level of management support, team members' dedication, and the caliber of the team leader are additional factors that affect how long-lasting the advantages of team building are. To encourage team members' interest in the tasks that need to be completed, it is advised, among other things, that team members be chosen based on their particular abilities, skills, and competences. In order to improve open communication, member collaboration, and flexibility as well as effective cohesiveness and synergy to increase team effectiveness and performance, team building activities should also be planned, organized, implemented, and monitored in this manner. In order for team members to understand their responsibilities and what is expected of them as a team, management should educate them. Additionally, the competence of the team leader to manage the complexity of team operations should be considered when selecting a team leader.

Mba (2012) conducted a survey study on teamwork and worker performance at the Port Harcourt Liquefied Natural Gas Plant for Bonny Nigeria. A descriptive survey with 86 respondents was used to gather the data. Data analysis was done using the Chi-square statistical tool. According to the study, employee performance is influenced by teamwork, particularly while providing services.

Chege (2017) conducted a case study of the Nairobi Bottlers Limited on the impact of team training on productivity in Kenya's sales and marketing departments. The specific goals of this study were to determine whether communication affects productivity in the sales and marketing department, whether team leadership styles have an impact on productivity, whether

compensation has an impact, and whether cohesiveness has an impact on productivity in the sales and marketing departments of Nairobi Bottlers. In this study, the theories of Belbin team roles and strategic human resource management were applied to all of my fieldwork. The descriptive research design was used for the investigation. 420 team members that work in sales and marketing in the selling territory made up the study's target group. An 80-person sample that was representative of the team took part in the study using the random sampling method. Making factual conclusions required the utilization of both primary and secondary data. The primary data was gathered via the questionnaire. The Statistical Package for Social Sciences (SPSS) Version 20.1 was used for data analysis. Utilizing descriptive statistical techniques like the mean, averages, and percentages, data was analyzed. Tables, graphics, bar graphs, and pie charts were used to show the data. According to the study's findings, the productivity of teams is influenced by all four independent variables. The Nairobi Bottlers' sales and marketing team has a good effect on team productivity through communication, leadership, employee remuneration, and team cohesion. Afolami (2020) investigated the impact of teamwork on organization performance using First City Monument Bank as a case study Researchers preceding it have looked at this study, and more research is still being done. Descriptive statistics, factor analysis, correlation testing, and regression analysis were utilized in this study to collect data from a primary survey that was given to

First City Monument Bank personnel. The results demonstrated that teamwork cohesion has a positive and significant impact on organizational performance, leading to the conclusion that teamwork is a subset of unit performance while operating performance is a subset of organizational performance. Teamwork cohesion fosters cooperation among employees by giving them a sense of ownership.

MATERIAL AND RESULTS

The research utilized a descriptive survey research design, focusing on registered Lubricant firms with multiple locations in Anambra State, Nigeria. Anambra State, located in the South East of Nigeria, with 21 local government areas, served as the research area. It was established in 1991, covers an area of 4,844 square kilometers, and had an estimated population of 5,953,500 in 2022. The state is known for its industrialization and abundant natural resources, bordered by the River Niger and neighbouring states. Data were collected from both primary and secondary sources. Primary data were gathered through structured questionnaires using a five-point Likert scale, while secondary data were obtained from various sources such as libraries, publications, and the internet to assess organizational sustainability. The research population included eight registered lubricant companies headquartered in Anambra State, totalling 1,220 employees, based on data from the State Bureau of Statistics and Human Resource Departments of the respective firms in 2023.

Table 1: Population Distribution of the registered lubricant firms

S\No	Names of Manufacturing firms	Location	Number of Employees
1	A-Z oil	Nnewi	240
2	Seahorse oil	Ozubulu	85
3	Jezco oil	Onitsha	103
4	Whiz oil	Onitsha	237
5	Chiben	Onitsha	97
6	Ibeto oil	Nnewi	223
7	Visa	Nnewi	125
8	Dozzy oil	Onitsha	110
Total population			1220

Source: State Bureau of Statistics and Human Resource Department of the Respective Firms, (2023).

The study involved determining an appropriate sample size and sampling technique, followed by data collection and analysis methods. To establish a representative sample of the community, the researcher used the Borg & Gall formula to calculate a sample size of 234 individuals out of a population of 1220. Proportional stratified random sampling was employed to create the sample frame, ensuring that 234 participants were selected. The sampling technique used was random stratified sampling, which included employees from

different organizational roles. Data was collected through a questionnaire distributed by the researcher and research assistants, with 183 valid responses received. The questionnaire had two sections, one for personal information and another for statements related to team development and sustainability, rated on a 5-point Likert scale. Data analysis involved descriptive statistics for demographic data and multiple linear regression for testing hypotheses. SPSS 20 was used for the statistical analysis.

Analysis of Data

Table 2: Effect of team trust on environmental sustainability of lubricant firms in Anambra state

Statement	Strongly Agree (SA)	Agree (A)	Strongly Disagree (SD)	Disagree (D)	Undecided (U)	Total Respondents
Team trust allows members to fully accept each other's strengths and weaknesses	50.3% [92]	33.9% [62]	6.0% [11]	6.0% [11]	3.8% [7]	183
Team trust facilitates achievement of harmony by avoiding conflict	28.4% [52]	52.5% [96]	6.0% [11]	8.2% [15]	4.9% [9]	183
Trust among team members develops the unique skills and coordination of individuals	59.0% [108]	29.5% [54]	3.8% [7]	3.8% [7]	3.8% [7]	183
Team trust generates the behavioral basis of teamwork resulting in organizational synergy and better performance	54.6% [100]	18.5% [34]	8.2% [15]	9.8% [18]	8.7% [16]	183
Trust provides an atmosphere for team members to discuss their mistakes, accept criticisms, and freely express their feelings, enhancing synergy	31.1% [57]	53.6% [98]	5.5% [10]	4.9% [9]	4.9% [9]	183

Source: Field Survey, 2023

In summary, the survey results indicate that most respondents believe that team trust is essential for various aspects of teamwork, such as accepting strengths and weaknesses, avoiding conflicts, developing skills, and fostering open communication. However, there is some variation in the level of

agreement, with a minority expressing disagreement or uncertainty on certain statements. These findings suggest that team trust is generally seen as beneficial, but its exact impact may vary depending on the specific context and circumstances.

Table 3: Effect of team training on environmental sustainability of lubricant firms in Anambra state

Statement	Strongly Agree (SA)	Agree (A)	Strongly Disagree (SD)	Disagree (D)	Undecided (U)	Total Respondents
Creativity training increases output by reducing industrial accidents	54.6% [100]	11.5% [21]	17.5% [32]	5.6% [10]	10.9% [20]	183
I have regularly participated in training and development programs within the organization	44.3% [81]	35.5% [65]	7.1% [13]	6.6% [12]	6.6% [12]	183
All the various trainings I have received have enhanced my competence on the job	43.2% [79]	33.9% [62]	7.1% [13]	10.9% [20]	4.9% [9]	183
My work experience encourages effective service delivery	45.4% [83]	27.3% [50]	6.6% [12]	13.7% [25]	7.1% [13]	183
Creativity training has improved my performance on the job	42.1% [77]	33.9% [62]	11.5% [21]	7.7% [14]	4.9% [9]	183

Source: Field Survey, 2023

In summary, the data suggests that most respondents have a positive view of training and its impact on their job performance. However, there are varying degrees of agreement, with some statements receiving stronger agreement than others. Additionally, there is a notable portion of respondents who either disagree or are undecided on some statements, indicating a

degree of diversity in opinions among the surveyed individuals.

Multiple Regression Analysis

Multiple regression result was employed to test the effect of independent or explanatory variables on the dependent variables. The result of the multiple regression analysis is presented in the tables below.

Model Summary ^b										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. Change	
1	.390 ^a	.152	.143	1.37528	.152	16.126	2	180	.000	1.785

a. Predictors: (Constant), TT, TTRA
 b. Dependent Variable: ENS

Table shows that R² which measures the strength of the effect of independent variable on the dependent variable have the value of 0.15%. This implies that 15% of the variation on team building and sustainability of lubricant firms in Anambra state. is explained by variations in for team trust, and team training. This was supported by adjusted R² of 0.15%.

Test for autocorrelation: This is used test whether errors corresponding to different observation are uncorrelated. If the value of the durbin-watson from the regression result is close to 2 no autocorrelation in that regression result, but if it deviates significantly then there is autocorrelation. The Durbin-Watson statistic (D.W) of 1.7 reveals no autocorrelation in the models. Hence, the result is good for business analysis because the Durbin Watson result is 1.785

Test for autocorrelation: This is used test whether errors corresponding to different

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	61.001	2	30.501	16.126	.000 ^b
	Residual	340.452	180	1.891		
	Total	401.454	182			

a. Dependent Variable: ENS
 b. Predictors: (Constant), TT, TTRA

The f-statistics value of 16.126 in table with f-statistics probability of 0.000 shows that the dependent variables have significant

effect on independent variables such as team trust, and team can collectively explain the variations in team building on sustainability.

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	4.061	.760		5.343	.000	2.561	5.560
	TT	.448	.140	.368	3.205	.002	.723	.172
	TTR	.013	.057	.026	3.229	.009	.100	.126

a. Dependent Variable: ENS

A’p priori Criteria: This is determined by the existing business theories; it also indicates the signs and magnitude of the business parameter under review. In table above, we found out that Team trust has a positive sign given its value as .448; this implies that a

unit increase in Team trust increases the sustainability by 44%, this conforms to the a’ priori expectation. Team training has a positive sign given its value as .13; this implies that a unit increase in Team training

increases the sustainability by 13%, this conform to the a' priori expectation.

T- Statistics: The t-test is used to measure the individual statistical significance of our explanatory parameter in the model. From table Coefficients above Team trust is 3.205, this is statistically significant, this suggest that it contribute significantly to sustainability. Team training is 3.229 this is statistically significant; this suggest that it contribute significantly to sustainability at 5% level of significant.

Test of Hypotheses

The essence of this is to ascertain how significant are the effect of individual independent or explanatory variables on the dependent variables.

Test of Hypothesis One

H₀₁: Team trust has no significant positive effect on environmental sustainability of lubricant firms in Anambra state.

Team trust has a t-statistics of 3.205 and a probability value of 0.002 which is statistically significant. Therefore, we accept the alternative hypothesis and reject the null hypotheses which state Team trust has significant positive effect on environmental sustainability of lubricant firms in Anambra state.

Test of Hypothesis Two

H₀₂: Team training has no significant positive effect on environmental sustainability of lubricant firms in Anambra state.

In testing this hypothesis, the t-statistics and probability value in table above is used. Team training variables have a t-statistics of 3.229 and a probability value of .009 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypotheses which state that Team training has significant positive effect on environmental sustainability of lubricant firms in Anambra state

DISCUSSION OF FINDINGS

In this study, the sustainability of Lubricant enterprises in the state of Anambra was

evaluated in relation to team development. Information came from the chosen lubricant companies' workers. Following statistical examination of the generated data, the results were determined as follows. The research revealed that the environmental sustainability of lubricant companies in the state of Anambra is significantly improved by team trust. This suggests that more team trust would lead to greater environmental sustainability. In turn, this improves team trust in the company, reducing the need for supervisors and raising sustainability standards for all workers. This is consistent with research by Jacobs and Arinze from the year 2021, which found a strong link between team trust and sustainability. The implementation of systematic, thorough safety and health training programs for new hires by organizations is recommended. The results are consistent with the research by Yohanes, Sautma, and Togar (2019), which looked at the relationship between organizational trust and employee performance in Fave Hotel Rungkut.

The study found that environmental sustainability at particular lubricant manufacturers is significantly improved through team training. This suggests that team building exercises motivate staff and encourage them to act in a way that will promote environmental sustainability. According to Alfandi and Alkawsawneh (2014), a key element that promotes the success of entrepreneurial ventures and consequently improves employee performance and productivity is a team that is more creative and safer. Ooko (2013), however, found a negative association between the factors in a related study on the relationship between team development and sustainability. Nevertheless, Sahar's study from 2021 found a link between team development and sustainability.

CONCLUSION

In conclusion, this study provides valuable insights for lubricant companies in Anambra State and similar industries operating in competitive environments. Team building,

encompassing trust and training, emerges as a crucial factor in achieving environmental sustainability and overall organizational success. Organizations should consider investing in strategies that foster trust among team members and provide effective training programs to harness the full potential of their workforce. By doing so, they can enhance productivity, employee relations, and ultimately achieve sustainable growth in a rapidly evolving business landscape. The implications of this research extend beyond the lubricant industry, offering a broader perspective on the significance of team building practices in organizational sustainability. As industries continue to face dynamic challenges, the adoption of effective team building strategies becomes paramount in staying competitive and resilient. Further research can delve into specific techniques and best practices for implementing team building initiatives tailored to various industry contexts, contributing to a deeper understanding of this vital organizational aspect.

RECOMMENDATIONS

The following suggestions were offered in light of the study's findings.

1. The study recommended that teams should have impactful interactions with one another with some level of confidentiality in order to understand, address and share individual and groups' weaknesses and strengths that will foster trust and support for each other.
2. Organization should continuously examine training and development programmes in order to determine its efficacy in the learning outcomes of employees.

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