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# Synergetic Kinetics and Their Cognizance in Organizations

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**ABSTRACT:** The term ‘Synergy’ refers to a group of highly energized individuals having interdependent relationship, working together in an organizational set up. Synergetic dynamics are the proclivity to behave and inter-relate with others in a particular way. They are dynamics that takes place in a team based on dual aspects – individual attributes and group attributes. The cognizance of synergetic kinetics is a study of events that take place in a team and the team member’s perspective on those happenings in an organization. The study is conducted in information technology enabled service industries that are chosen based on the method of Purposive sampling. A sample of 104 respondents was chosen in which only 100 respondent sheets were found to be significant. Factor analysis, standard deviation, T-tests, Anova, Chi-square and Cross tabulation are used to analyse data. It is found that diacritic advents and idiosyncratic predicaments are the primary factors that influenced the satisfaction level of individuals constituting the synergy.

**KEYWORDS:** Self cognizance, task contentment, work dynamics, arduous tasks, diacritic advent

### I. INTRODUCTION

The term ‘Synergy’ refers to a group of highly energized individuals having interdependent relationship, working together in an organizational set up. Synergetic kinetics can be referred to the movements or on goings that take place in a synergy, involving the proclivity to behave, contribute and inter-relate with others in a particular way. These roles are those roles that an individual plays in an organization, when he works in a team. A behavioral pattern in which one team member interacts with another, where performance facilitates the whole team’s progress is synthesized in synergetic roles. The main purpose of synergetic roles is to identify people’s behavioral strengths and weaknesses in the workplace. Briefing about cognizance, it is an art of attaining awareness or understanding of the environment by organizing and interpreting sensory information. It is described as what an individual sees him as. Different people perceive different things about the same situation. But more than that, we assign different meanings to what we perceive. And the meanings might change for a certain person. There is a classical saying that there are three sides of us. They are what we think we are, what others think we are and what we really are. One might change one's perspective or simply make things mean something else. Cognizance is an idea of self as the learner embodies constructs such as self-concept, self-esteem or self-attribution. If an individual perceives him to be low, he performs low. If an individual perceives himself to be high, he performs high. Hence, synergetic roles and their cognizance play a key role in organizations. The basic desideratum of this study is to study various factors relating to cognizance of synergetic attributes, i.e. i) to determine the foremost factotum having predominance on the cognizance of synergy kinetics, ii) to interrogate the important catchpoles that are prominent on the level of contentment, iii) to examine the diacritic advent of individuals based on their gender towards group tasks, iv) to assay the association between work gratification and gender, v) to examine the apprehension of members on arduous work goals, vi) to catechize the significance of certain factors of supremacy on the cognizance of synergizers. The cognizance of synergetic kinetics is a study of various activities that take place in a team based on the group’s attributes and catechizes the team member’s perspective on those activities in an organization. The paper is catalogued as follows: “Literature reviews” providing the background support of the study, “Questionnaire construction” detailing the method of forming constructs, “Data assimilation & Research Methodology” disseminating the collection of information and providing the framework of sampling, “Analysis & Findings” elaborating the statistical results from data analysis, and “Conclusion” providing and the propositions, suggesting works for future studies.

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## II. LITERATURE REVIEW

The broad background of literatures studied includes the perception of individuals, group dynamics and cognition of synergetic kinetics by the individuals. Prior to the occurrence of any teamwork, the synergetic members of the team should understand each other, leading to respect and trust on each other. The best way to begin building this trust is to persuade each employee to contribute their strengths and talents, while at the same time encouraging all of them to support each other to eliminate or compensate for weaknesses in the team. This paves way to maintain the team spirit of carrying out some sort of activities during the whole working hours. Now, there is a continuity of work events twenty four and seven in the workplace, seeming to showcase huge level of dynamism. This is referred to the kinetics of a synergy wherein we will have a snapshot at the literature works done earlier about teams, team works, team's attributes, the synergy's cognition of their individuals, etc.

**Greg Kress et al. (2014)** pointed out that individuals and team reframe information to differing extents as a part of successive iterative cycle. They questioned whether this variation can be rooted in intrinsic differences in cognitive style and can it be involved with long term performance. They proposed an assessment tool called Stanford design thinking exercise to answer these questions. Their findings elaborated that there is a strong need for improved group dynamic measurements. They proposed pathways for enhanced team dynamics and threw light on the challenges of transcending context specificity. **Pamela R. Johnson et al. (2014)** pointed out that well-structured successful team possessed five key elements like positive interdependence, promoting interaction, personal responsibility, teamwork skills and group processing. They proposed that synergies were successful when the synergetic members felt empowered, unafraid taking risks and were linked to organizational strategies. **Paul Ivan (2010)** suggested that only by highlighting the skills, talents, inclinations and experience of staff, promoting the principle "all for one and one for all" and some healthy interpersonal relationships we create favorable conditions to obtaining superior results. He revealed that a close-knit team has different and complementary roles and its success is based precisely on the existence of as many swift roles. **Elias G Carayannis (1999)** synthesized classical cognition concepts and recent empirical experience with knowledge management applications. This study considered collaborative learning, managerial Cognition, meta-learning and knowledge management network aspects; and found out that understanding and supporting managerial perception was necessary for success in an organization. **Reoyo Rodriguez et al. (2005)** collected measures of communication styles and modes of conflict behavior through personal responses from team evaluation questionnaire. Their study examined multifarious aspects like cultural profiles, team composition, task definition, shared objectives, responsibilities assignment, social role, personal interaction, mental role and problem solving ability. They proposed that different members displayed different modes of conflict behavior in teams. Teams with high possession of skills showed more competition behavior over the process. **J-C. Chang et al. (2011)** investigated the influence of team cohesion (TC) on innovative working behaviour (IWB) and examined whether perception of effort-reward fairness was a moderator of the relationships between them. Their study provided evidence that team cohesion and perception of effort-reward fairness had a significant influence on innovative behaviors. **Oliver P. John et al. (1994)** studied accuracy and bias in self-perceptions of performance in a managerial group-discussion task. The results indicated that performance evaluations studied had considerable reliability and showed substantial convergent validity across self, peers, and assessment staff; even the unaggregated self-evaluations converged to a significant extent with the evaluations of others. **Susan Brodt et al. (2003)** quoted that identification is the extent to which individuals define themselves in terms of particular group memberships, and group attachment style reflects a person's propensity to seek and feel secure in groups proposed that group attachment styles influenced both the propensity to identify with a group and the relationship between identification and the individual's trust in the group. **Aitor Aritzeta et al. (2005)** considered various aspects of teams like behavioral patterns, team efficacy, possibility of co-operation, cognitive styles and conflict management and found out positive evidence for the team role balance hypothesis as fifty six percent of their female work teams were balanced. **Eric Chong (2007)** analyzed three hundred and forty two management individuals and organized them into thirty three teams to study their roles inhibited in formed teams. He proposed that high performing teams had members who reported enthusiasm in taking on management roles that were defined by a leader. The Low performing teams appeared to have members who took the initiative in assuming leadership roles as well as in securing crucial information from outside the group. **Maw-Der Foo(2011)** found direct effects of diversity and conflicts on team's efficacy. Using a Conflict scale (Jehn et al. 1999), the author proposed that task conflicts related negatively to member-rated team effectiveness. Team composition also affected the extent to which team members interact with contacts outside of the venture, and such interactions can impact team success. **Eva Maria**

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**Schrauba et al. (2014)** analyzed various aspects like personal initiative, emotional control, innovation, competitiveness, future oriented engagement, affective wellbeing etc to reveal a contrasting negative indirect effect of task conflict within the team on team members' personal initiative via team members' affective well-being. They suggested that the improvement of leaders' emotion management as well as the establishment of work conditions and experiences that foster affective well-being should be seriously considered by organizations wishing to facilitate personal initiative in team settings. **Janell L. Blazovich (2014)** collected data from an experimental game created to resemble one interdependent production environment, thus reducing the generalizability of the results. The author tested variables of interest – team compensation, individual compensation, and team identity and held other factors (i.e. task and compensation variation) constant. Results proved that when team identity is strong, offering team performance-based compensation is not necessary. Moreover, lower productivity levels associated with weak team identity can be overcome with performance-based compensation. **Myungsuk Cha (2014)** revealed that psychological proximity had an impact on teamwork quality, thereby affecting team performance. Decreasing spatial distance positively affected the communication and the coordination factors of teamwork quality. Psychological proximity positively affected teamwork quality, thus bolstering team performance.

### III. CONSTRUCTING THE QUESTIONNAIRE

It is a pre-requisite to design survey questionnaires before proceeding with the collection of data from other sources. Survey questionnaire enables to gather precise and accurate data on the topic selected which acts as a source of database. This questionnaire is designed considering the topic selected primarily and based on the factors influencing synergy and cognizance. An assorted mix of questions was tested through a pilot study and its reliability was evaluated through Cronbach's test which resulted in Cronbach's alpha value of more than 0.7 for all the factors. It resulted in 0.706, 0.762, 0.804, 0.856, 0.791, 0.906 for the six factors respectively. Thereafter, the cognizance of synergistic factors are coined into statements like "I am the source of new notions", "I am an optimist and I never miss any favorable circumstances" etc. The statements in the questionnaire are measured using a five point Likert scale with 1 as strongly disagree to 5 as strongly agree.

### IV. RESEARCH METHODOLOGY & DATA ASSIMILATION

The study is carried out using the framework of Purposive sampling. This method is used primarily because there are only a specific numbers of individuals who are coined into synergies and have expertise in the area being researched. The study is carried out in information technology services sector where there is high prevalence of synergies. This is the basic pre-requisite and it is fulfilled by conducting purposive sampling. Further, the availability of synergizers was inadequate within a short span of time. A sample of 104 respondents is chosen in which only 100 respondent sheets are found to be significant. Further, this data is processed by applying statistical tools like Factor analysis, Percentage analysis, T test, Cumulative frequencies Anova, cross tabulation and Chi square tests.

### V. DATA ANALYSIS & FINDINGS

A descriptive study is also made to show the relativity of educational qualification, detailed educational degree possessed and experience of synergistic members and their cognizance of their synergistic dynamics.

**Table 5.1 - Factor Rankings**

S.No	Individual's bequest		Work gratification		Diacritic advent		Individual dereliction		Arduous work goals		Idiosyncratic predicaments	
	N	%	N	%	N	%	N	%	N	%	N	%
1)	23	23.0%	6	6.0%	19	19.0%	18	18.0%	4	4.0%	30	<b>30.0%</b>
2)	25	<b>25.0%</b>	10	10.0%	19	19.0%	14	14.0%	10	10.0%	22	22.0%
3)	16	16.0%	33	<b>33.0%</b>	15	15.0%	20	20.0%	6	6.0%	10	10.0%
4)	6	6.0%	29	29.0%	7	7.0%	31	<b>31.0%</b>	17	17.0%	10	10.0%
5)	12	12.0%	10	10.0%	20	20.0%	13	13.0%	36	<b>36.0%</b>	9	9.0%
6)	18	18.0%	10	10.0%	24	<b>24.0%</b>	2	2.0%	27	27.0%	19	19.0%

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From the above tabular depiction, it is found that idiosyncratic predicaments got the primary ranking with 30% of the respondents opting for it as the primary and the foremost factor, individual's bequest got the 2<sup>nd</sup> ranking with 25% of the respondents opting for it as the secondary factor, work gratification got the 3<sup>rd</sup> ranking with 33% of the respondents opting for it as the next important factor, dereliction got the 4<sup>th</sup> ranking with 31% of the respondents opting for it as the consecutive important factor, arduous work goals got the 5<sup>th</sup> ranking with 36% of the respondents opting for it as one of the important factor, diacritic advent has got the last and 6<sup>th</sup> ranking with 24% of the respondents opting for it as the last important factor in synergetic kinetics.

**Table 5.2 - Percentage Analysis: Graduation**

Particulars	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid UG	21	21.0	21.0	21.0
PG	73	73.0	73.0	94.0
PG Diploma	6	6.0	6.0	100.0
Total	100	100.0	100.0	

A descriptive study is also made in the Table 5.2 above, to show the relativity of educational qualification, detailed educational degree possessed and experience of synergetic individuals in dynamism. Thus, from the above percentage analysis, it is found that the synergetic members who have completed their UG is 21%, PG is 73% and PG diploma is 6% in those who are involved in synergetic dynamism.

**Table 5.3- Percentage Analysis: Education Stream**

Particulars	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid Arts	47	47.0	47.0	47.0
Science	30	30.0	30.0	77.0
Humanities	23	23.0	23.0	100.0
Total	100	100.0	100.0	

Thus, from the above Table 5.3 depiction, it is found that 47% of the synergetic members are from arts and commerce background, 30% of the executives are from science background, and 23% of the executives are from humanities background.

**Table 5.4 – Percentage Analysis: Experience**

Particulars	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Upto 5 years	63	63.0	63.0	63.0
Above 5 years	37	37.0	37.0	100.0
Total	100	100.0	100.0	

From Table 5.4, This analysis shows that 63% of synergetic members have up to 5 years of experience and the remaining 37% have more than 5 years of experience in the same organization. This shows that this 37% of the workforce have been consistent and loyal to the organization.

### T-TEST

*Hypothesis 1:* We imply T-test to assume that there is no significant difference in the mean of the rank given to the following six factors between groups based on the level of satisfaction of individuals constituting the kinetics of a synergy in an organization. (Ho)

**Table 5.5 - Group Statistics**

Particulars	Satisfaction level	N	Mean	S.D
Individual's bequest	Highly Satisfied	53	3.36	1.892
	Satisfactory	47	2.87	1.740
Work Gratification	Highly Satisfied	53	3.51	1.012
	Satisfactory	47	3.64	1.524

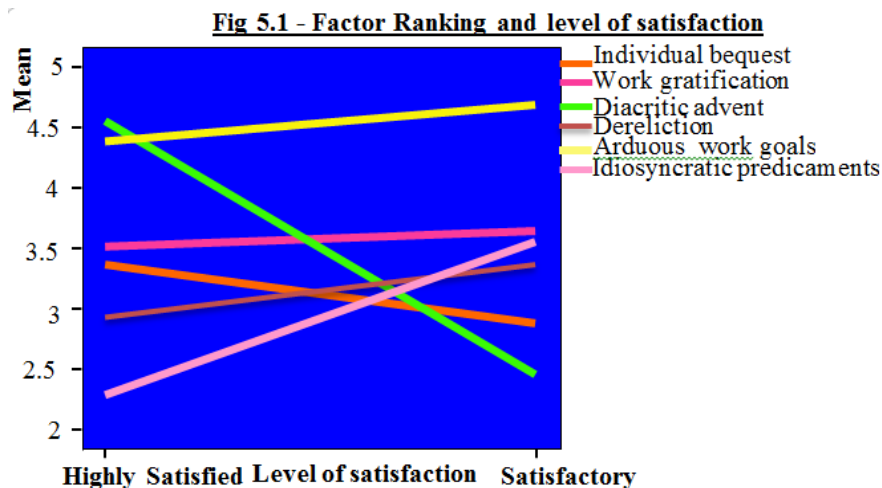
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Diacritic advent	Highly Satisfied	53	4.55	1.588
	Satisfactory	47	2.45	1.585
Dereliction	Highly Satisfied	53	2.92	1.517
	Satisfactory	47	3.36	1.150
Arduous work goals	Highly Satisfied	53	4.38	1.535
	Satisfactory	47	4.68	1.270
Idiosyncratic predicament	Highly Satisfied	53	2.28	1.511
	Satisfactory	47	3.55	1.998

This table shows the satisfaction level of individuals with respect to different factors namely individual's bequest, gratification, diacritic advents, dereliction, work goals and idiosyncratic predicaments. The above numbers show that the factor having the highest mean has achieved the level of highest satisfaction in their work processes.



The above graph shows two levels of satisfaction in the X axis and the mean of six factors in the Y axis. This is a graphical representation of the ranks obtained by factors with respect to their means that were obtained in the group statistics.

**Table 5.6 - Independent Samples Test**

Particulars	T	Df	Sigma value
Individual's bequest	1.332	98	0.186
Work Gratification	0.503	98	0.616
Diacritic advent	6.606	98	<b>0.000</b>
Dereliction	1.608	98	0.111
Arduous work goals	1.069	98	0.288
Idiosyncratic predicament	3.609	98	<b>0.000</b>

From the above analysis, two factors namely diacritic advents and idiosyncratic predicaments have statistically significant difference in the mean between the groups based on level of satisfaction since the significance value of 0.00 is  $< 0.05$ . The mean for the diacritic advents rank is higher at 4.55 for those who are highly satisfied with the process whose mean is 2.45. In the case of idiosyncratic predicaments, highly satisfied members have a lower mean (2.28) than satisfied ones (3.55). With regard to the other factors, there is no significant difference in the mean since the Sigma value is less than 0.05 and so we *accept* the null hypothesis that there is no significant difference in the mean of the rank given to the factors of synergetic dynamism between groups based on the level of satisfaction.

*Hypothesis 2:* We assume that there is no significant difference in the mean of the rank given to the following six factors between groups based on the gender of synergetic members. (Ho)

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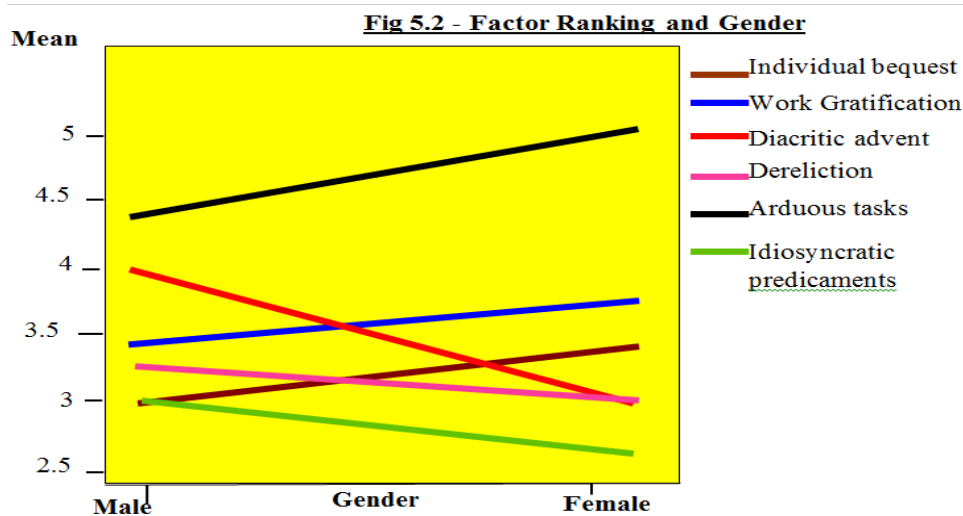
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**Table 5.7- Group Statistics**

Particulars	Gender	N	Mean	S.D
Individual's bequest	Male	61	2.98	1.812
	Female	39	3.36	1.857
Work Gratification	Male	61	3.46	1.134
	Female	39	3.74	1.464
Diacritic advent	Male	61	3.98	1.857
	Female	39	2.90	1.789
Dereliction	Male	61	3.20	1.459
	Female	39	3.03	1.224
Arduous work goals	Male	61	4.34	1.482
	Female	39	4.79	1.281
Idiosyncratic predicament	Male	61	3.03	1.975
	Female	39	2.64	1.662

This table shows the percentage between gender of individuals with respect to different factors namely individual's bequest, gratification, diacritic advents, dereliction, work goals and idiosyncratic predicaments. The above numbers show that these means have no difference in the ranks given to the above six factors between groups based on the type of replies in their work processes.



The above graph shows the different gender in the X axis and the mean of six factors in the Y axis. This is a graphical representation of the ranks obtained by factors with respect to their gender that were obtained in the group statistics table 5.7.

**Table 5.8 - Independent Samples Test**

Particulars	T	Df	Sigma value
Individual's bequest	1.001	98	0.319
Work Gratification	1.091	98	0.278
Diacritic advent	2.893	98	0.004
Dereliction	0.608	98	0.545
Arduous work goals	1.562	98	0.122
Idiosyncratic predicament	1.028	98	0.307

The factor 'Diacritic advent' has a statistically significant difference in the mean between the groups based on gender since the significance value of 0.00 is less than 0.05. The mean for the diacritic advent rank is higher at 3.98 for Males

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when compared to that of females whose mean is 2.90. In the case of arduous work goals, Male respondents have a lower mean (4.34) than the female respondents (4.79). There is no difference in the mean of the ranks given to the above six factors between groups based on the type of replies given by the respondents. With regard to the other factors, there is NO significant difference in the mean since the sigma value is less than 0.05 and so we ACCEPT the null hypothesis that there is no significant difference in the mean of the rank given in the above six factors between groups based on the gender of the members in the process of synergetic kinetics.

*Hypothesis 3:* We imply analysis of variance to test if there is no significant difference in the mean of following six factors between groups based on the cognizance of synergetic members

**Table 5.9 - Descriptive Statistics**

Variables	Cognizance	N	Mean	S.D
Individual's bequest	I am the source of new notions	28	3.21	1.707
	I am an optimist and I never miss any favorable circumstances	30	2.47	1.106
	I have a great level of agreeableness and I can work with any type of individual	30	3.40	2.175
	I gravitate synergetic members when their voice of constructive suggestions are valuable	12	3.92	2.275
	Total	100	3.13	1.829
Work gratification	I choose a task that induces my creativity	28	4.00	.903
	I focus on a task with an open mind	30	3.23	1.406
	I put my best effort and am contended with the results	30	3.57	1.165
	I set a low level of future expectations and take work-life as it comes	12	3.42	1.730
	Total	100	3.57	1.273
Diacritic advent	I like work dynamics and mingle in a synergy	28	4.50	1.816
	I prefer social networking and maintaining interpersonal relations	30	2.70	1.950
	I have the capability to execute actions if a goal has been set	30	3.37	1.712
	I choose the path not taken by others to complete my work ahead of others	12	4.00	1.414
	Total	100	3.56	1.898
Dereliction	I am a exquisite speaker in synergetic forums	28	2.57	1.620
	I have a low level of readiness and agreeableness	30	3.67	1.241
	I hesitate to give constructive suggestions on unknown subjects	30	3.13	1.279
	I follow my blind instincts to perform a task	12	3.08	.669
	Total	100	3.13	1.368
Arduous work goals	I will retain steadiness of my target in spite of work stress	28	4.46	1.319
	I am optimist and I would like to work with optimistic members	30	4.97	.964

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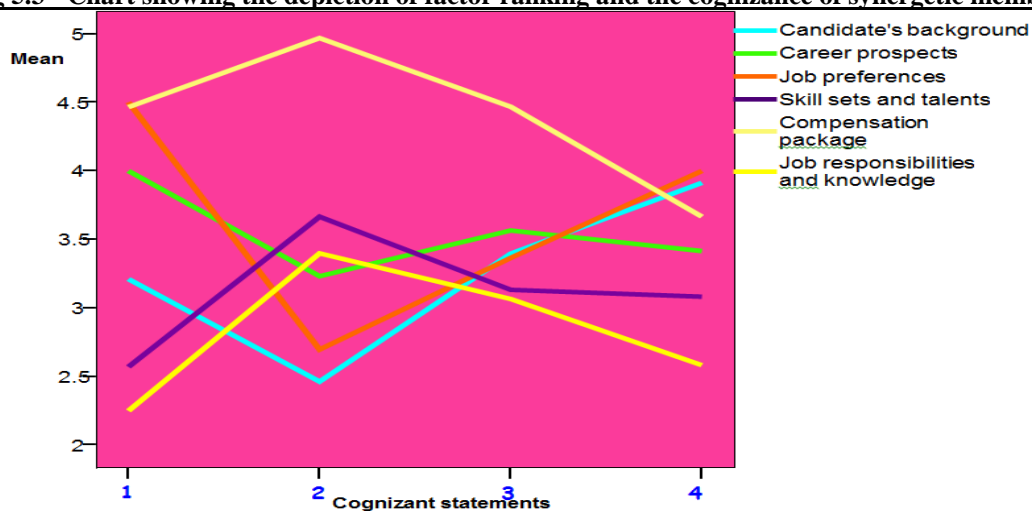
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	I have an inner drive that will suffice me to proceed without delays	30	4.47	1.525
	I initiate brainstorming sessions for new ideas and maintain the progress of synergy.	12	3.67	1.969
	Total	100	4.52	1.418
Idiosyncratic predicaments	I wish to engage myself in an active synergic kinetics	28	2.25	1.378
	I lag working on unclear objectives	30	3.40	2.127
	I have a tendency to be overconfident a while	30	3.07	1.946
	I have a strong sense of logical reasoning which is felt unnecessary by others sometimes	12	2.58	1.621
	Total	100	2.88	1.860

This table shows the perception of individuals based on six different factors as stated above. From this table, we can identify those statements in each factor which has the highest mean, representing the highest weightage and important with respect to that factor.

**Fig 5.3 - Chart showing the depiction of factor ranking and the cognizance of synergetic members**



The above graph shows the cognition of individuals in the X axis and the mean of six factors in the Y axis. This is a graphical representation of the ranks obtained by factors which states that “I am optimistic and I would like to work with optimistic members” in the factor ‘Arduous work goals’ has obtained the highest rank of importance among other factors with a mean of 4.97.

**Table 5.10 - ANOVA**

Particulars	Groups	Sum of Squares	Degree of freedom	Mean Square	F	Sig.
Individual bequest	Between Groups	23.012	3	7.671	2.389	.074
	Within Groups	308.298	96	3.211		
	Total	331.310	99			
Work gratification	Between Groups	8.860	3	2.953	1.870	.140
	Within Groups	151.650	96	1.580		
	Total	160.510	99			
Diacritic advent	Between Groups	50.373	3	16.791	5.263	.002
	Within Groups	306.267	96	3.190		
	Total					



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	Total	356.640	99			
Dereliction	Between Groups	17.403	3	5.801	3.317	.023
	Within Groups	167.907	96	1.749		
	Total	185.310	99			
Arduous work goals	Between Groups	14.896	3	4.965	2.590	.057
	Within Groups	184.064	96	1.917		
	Total	198.960	99			
Idiosyncratic predicaments	Between Groups	21.327	3	7.109	2.124	.102
	Within Groups	321.233	96	3.346		
	Total	342.560	99			

In the above figure 5.10, Individual bequest has a variance ratio of 0.74, work gratification has variance ratio of 0.140, diacritic adverts has variance ratio of 0.002, dereliction has variance ratio of 0.023, arduous work goals has variance ratio of 0.057 and idiosyncratic predicaments has variance ratio of 0.102 as per the above ANOVA tabulation. The tabulated value for the respective degrees of freedom given in the above ANOVA table at five percent level is 4.07. Since the computed values above are less than the tabulated values, the Null Hypothesis (Ho) is accepted describing that there is no significant difference in the mean of these factors between groups based on the cognizance of synergetic members.

*Hypothesis 4:* We imply Chi-square ( $\chi^2$ ) test to find if there is no association between the level of satisfaction of synergic members and their gender. (Ho)

**Table 5.11 - Level of satisfaction \* Gender Cross tabulation**

Level of satisfaction		Male	Female	Total
<b>Highly Satisfied</b>	Count	40	13	53
	Expected Count	32.3	20.7	53.0
	% within Level of satisfaction	75.5%	24.5%	100.0%
	% within Gender	65.6%	33.3%	53.0%
<b>Satisfactory</b>	Count	21	26	47
	Expected Count	28.7	18.3	47.0
	% within Level of satisfaction	44.7%	55.3%	100.0%
	% within Gender	34.4%	66.7%	47.0%
<b>Total</b>	Count	61	39	100
	Expected Count	61.0	39.0	100.0
	% within Level of satisfaction	61.0%	39.0%	100.0%
	% within Gender	100 %	100 %	100%

The above table enumerates that 65.6% of males are highly satisfied and 33.3% of females are highly satisfied in their workplace. Similarly, 34.4% of males are simply satisfied and 66.7% of females are satisfied in their synergetic roles given in the organization.

**Table 5.12 - Calculation of the Chi-Square Test**

Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.927(b)	1	.002

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The Chi square value is 9.927 and the degrees of freedom is 1. The significance value is 0.02 which is lesser than 0.05. So we REJECT the null hypothesis and conclude that there is an association between the two attributes. The proportion of highly satisfied women is significantly lesser than that of men.

### VI. CONCLUSION

The term 'synergetic kinetics' is often misunderstood, and yet it is vital if you want to get the most out of your employees. At its essence, synergetic kinetics can be referred as a study of various activities that take place in a team based on the group's attributes and catechizes the team member's perspective on those activities in an organization. It is a relationship between a group of highly energetic employees working together to increase the output and value of a corporation. In the workplace, synergism is most effective when the goal is clear to all employees. This goal should also be compatible with the company's vision. The goals should be clearly spelled out in a way that everyone can understand, and there should be some consistency without strenuousness or impossibility. A synergy that clearly understands the point of working together in the first place is more likely to accomplish their goal in a timely manner. Before any real teamwork can occur, synergetic kinetics involves the catechizing of each synergetic members contribution, their approach of accomplishing assigned tasks, mode of completing the arduous work goals, the cognizant problems faced by each synergetic members, and their pitfalls. Apart from this, members constituting a synergy must understand each other. When members understand each other, they can respect each other, and this creates an environment where they can begin to trust each other. The best way to begin building this trust is to persuade each employee to contribute their strengths and talents, while at the same time encouraging all of them to support each other to eliminate or compensate for weaknesses in the process of synergetic kinetics. This also has the effect of bringing out the best in each individual member involved in a synergy. If you want a truly strong team, then you have to consider creating a team that has at least some diversity. Because, diversity can highlight the differences in between members and can lead to constructive bonding. A variety of ages, cultures, and educational backgrounds can define something unique to contribute, and avoids the repetitions of notions multiple times. Additionally, a diverse synergy can generate results at a faster pace than a synergy which is full of photocopies. They will be able to brainstorm in such a way that no two people will be offering exactly the same notions. Positive synergy generates a sense of pride among its members. It increases the effectiveness of each individual by creating good work habits and facilitating creativity. Synergetic members engaged in a team will be more likely to put the needs of the organization first, and will be more willing to assist in the accomplishment of the organizational goals.

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