



A Sociological Analysis of Teamwork and Personality Development Among University Students Engaged in Sports: A Case Study of Peshawar University's Campus

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Abstract

Sports transcend cultural and geographical boundaries, serving as a catalyst for unity, community cohesion, and physical well-being. Beyond athletic achievement, sports nurture personality development by fostering teamwork, collaboration, and the equitable distribution of responsibilities. This study, conducted at Peshawar University's campus including Agriculture University Peshawar, University of Peshawar, Islamia Collage University Peshawar and University of Engineering and Technology Peshawar. Further, univariate and bivariate analyses employed on a sample of 332 out of total population 2479 as male and female athletes across five major sports i.e. Cricket, Hockey, Football Volleyball and Badminton. The findings underscore that teamwork cultivates a sense of solidarity ("we-feeling"), promotes mutual cooperation, and enhances overall performance. Significant association emerged between individual roles, shared responsibilities, and personality development, underscoring the pivotal role of teamwork in facilitating both personal growth and collective accomplishment.

Keywords

Sportsmanship, Teamwork, Personality Development, Collaboration, Shared Responsibilities, Peshawar University, Athletic Success

Introduction

Sports are an integral part of human culture, transcending geographical boundaries and cultural differences from ancient civilizations to modern societies. Sports have played a crucial role in shaping communities, fostering unity, and promoting physical well-being. Sports have remained one of the most important elements that push human beings toward sustainable development in terms of both physical fitness and recreational activities since the beginning of human history (McComb, 2004). Beyond the physical benefits, sports also contribute to social development by instilling values such as discipline, perseverance, and sportsmanship. Participation in sports encourages individuals to push their limits, overcome obstacles, and strive for excellence, both on and off the field. Sports also act as indicators of social and cultural changes within social groups of any size through teamwork. They are well-integrative and image-building elements for individuals, segments of societies, and entire societies. Sports serve as unifying forces and strong factors of socialization, improving the social acceptance of athletes and their fans. They are strong links to the prevailing lifestyles in modern

societies. Sports can also support social and cultural identities and the construction of national identities (Kahle et al., 2006).

Teamwork in sports provides a rich environment for personality development, offering numerous opportunities for individuals to grow and refine various traits and skills. Effective communication is vital in sports teams to coordinate strategies, convey instructions, and provide feedback (Shuffler & Carter, 2018). Overall, participation in team sports provides a dynamic and supportive context for individuals to develop a wide range of personality traits, skills, and qualities essential for success both on and off the field. Through collaboration, leadership, and resilience, individuals can cultivate valuable attributes that contribute to their personal and professional growth (Xyrichis & Ream, 2008).

Literature Review

According to Sinal (2017), collaboration and teamwork are the most important aspects of sportsmanship, opening doors to a world of possibilities and empowering you to reach heights that may have seemed unattainable before. Learning opportunities within a team, members bring unique skills and expertise to the table. By engaging with your teammates, you can tap into their knowledge, learn from their experiences, and develop new skills along the way. Similarly, Parker (2011) is of the view that teamwork is the act of cooperating and working as a group to accomplish a shared objective. When individuals collaborate, they leverage each other's individual skills to improve the team's performance as a whole. In the process, they're fostering an environment where people support and inspire one another (Lacerenza et al., 2018). Diverse perspectives, experiences, and abilities are brought forth by effective teamwork. But teamwork entails much more than just accomplishing shared objectives. It also concerns competencies that are necessary for both your personal and professional life. One attribute that makes it possible for you to collaborate with people well is teamwork. You're more capable of handling group tasks like meetings and projects. Gaining collaboration abilities improves your capacity for effective communication.

In this regard, Sherehiy et al. (2007) expose that teamwork provides and requires a very flexible and adaptive environment usually based on mutual support and enthusiasm for team gains. A player usually learns to adjust to different personalities, work styles, and challenges, which fosters personal growth in resilience and interpersonal skills in the end. Constructive criticism from teammates helps identify blind spots and areas for improvement. Embracing feedback with an open mind enables you to grow and evolve, making you a better version of yourself. The encouragement and support received from fellow team members can push you to push your limits and achieve feats you once deemed impossible. Networking and connections building strong relationships within a team can lead to a valuable network of like-minded individuals. Further, building emotional intelligence by interacting with team members and understanding their emotions cultivates emotional intelligence. This heightened awareness positively impacts your relationships, both personal and social well-being of the players. Embracing the spirit of teamwork is not just about achieving success; it's about growing and evolving into the best version of yourself (Zirin, 2008).

Research Methodology

The nature of the current study was cross-sectional. Furthermore, this study was conducted at the university's campus in Peshawar, where different universities constitute the universe of the study. Additionally, there are a number of games with hundreds of registered players in each game under the directors of Sports University campus Peshawar. However, due to frequent sports events in major leading games, as well as a greater number of players including both male and female, the five leading games—cricket, football, volleyball, hockey, and badminton—constitute the universe and population of the study. Furthermore, a multistage stratified random sampling technique was followed. First, data was collected from the directors of sports at the university campus Peshawar regarding the registered players of the last five years (2019-2023) in major games in a pilot study, and then all the different categories of players were proportionally allocated. Lastly, samples from each category were selected. The selected and identified sample players were studied randomly using the Baowley formula (Cochran, 1977). According to the collected information, the total number of registered players at the university campus Peshawar was 2479, including 2108 male and 371 female players, respectively. As per Sekaran's sample size formula, a total sample size of 332 suffices, which includes 282 for male players and 50 for female players in the universe of the study. The sample size and their proportional allocation have been given in the table below.

Table-1 Proportional Allocation of Sample Size

Types of University	Gender	No of Players	Sample Players	Total no of Players	Total Sample Players
University of Peshawar	Male	625	84	728	98
	Female	103	14		
Islamia college University Peshawar	Male	675	90	802	107
	Female	127	17		
University of Agriculture Peshawar	Male	497	66	569	76
	Female	72	10		
University of Engineering Peshawar	Male	311	42	380	51
	Female	69	9		
Total number of players in university campus Peshawar				2479	332

Source; Field survey 2024

Data, Collection Analysis and Discussion

For the collection of primary information from sample respondents, a questionnaire was used, encompassing all the study variables comprehensively. After the completion of the collection of primary information, the data was entered into SPSS (25) and was analyzed at the univariate level for frequency and percentage, while for the bivariate level, it was analyzed to assess the relationship between teamwork and personality development of the sample populations. All the primary information has been explained and discussed with relevant secondary information for a more elaborate interpretation in a scientific way.

Results and Discussion

In this section of the article, the univariate and bivariate analysis of the study has been displayed and explained with relevant primary as well as secondary information of the variables.

Univariate Analysis

Teamwork among university students is characterized by open communication, mutual respect, and shared accountability for task completion. University students exhibit strong teamwork skills through active participation, constructive feedback, and a willingness to compromise for the collective benefit (Aase et al., 2014). The statement "Each and every member of the team has a crucial role to perform" received strong agreement from a significant majority of respondents, with 271 (81.6%) expressing their support. Conversely, a notable proportion, 58 respondents (17.5%), disagreed with this statement. A very small fraction of respondents, 3 (0.9%), remained undecided or expressed uncertainty. These responses underscore the perceived importance of individual contributions within a team setting, highlighting the recognition of each member's role in achieving team objectives.

The statement "Team includes sharing ideas, responsibilities, and tasks" garnered strong agreement from a significant majority of respondents, with 298 (89.2%) expressing their support. Conversely, a minority of respondents, 30 individuals (9.3%), disagreed with this statement. A very small fraction, 4 individuals (1.5%), remained undecided or expressed uncertainty. These responses underscore the consensus among respondents regarding the collaborative nature of teamwork, emphasizing the importance of sharing ideas, responsibilities, and tasks among team members.

"Teamwork, as affirmed by 82.8% of respondents, fosters a sense of belonging and camaraderie among team members, enhancing collaboration and morale within the group. The majority opinion, with 94.9% agreement, underscores that working together often leads to higher productivity, reflecting the perceived benefits of collaborative efforts in achieving shared goals. While 49.7% of respondents acknowledge differences in opinion and working styles, 45.2% express concern about potential conflicts within the team, highlighting the nuanced perspectives on managing diversity and maintaining cohesion. A resounding 96.4% of respondents affirm that trust among team members is indispensable for successful collaboration, emphasizing the pivotal role of trust in fostering effective teamwork and achieving collective objectives. The overwhelming majority, with 91.9% agreement, emphasizes that effective teamwork necessitates open and honest communication among team members, underscoring the importance of transparent dialogue in promoting synergy and resolving challenges within the team.

Table-II Frequency and percentage distribution of respondents regarding team work

S.No	Statements	Agree	Disagree	I don't know	Total
1	Each and every member of the team has a crucial role to perform.	271(81.6)	58(17.5)	3(.9)	332(100.0)
2	Team includes sharing ideas, responsibilities and tasks.	298(89.2)	30(9.3)	4(1.5)	332(100.0)
3	Teamwork promotes a sense of belonging and camaraderie among team members.	275(82.8)	46(13.9)	11(3.3)	332(100.0)
4	Working together can often lead to higher productivity.	315(94.9)	15(4.5)	2(.6)	332(100.0)
5	Differences in opinion and working styles cannot lead to conflicts within the team.	165(49.7)	150(45.2)	17(5.1)	332(100.0)
6	Trust among team members is essential for successful collaboration.	320(96.4)	10(3.0)	2(.6)	332(100.0)
7	Effective teamwork requires open and honest communication among team members.	305(91.9)	26(7.8)	1(.3)	332(100.0)

Source; Field Survey 2024

Bivariate Analysis

In bivariate analysis, the multiple statements of the independent variable of “Team Work” have been cross-checked and associated with the dependent variable of the study, “Personality Development,” statistically. The results and their discussion are given below.

The association between teamwork and personality development is a multifaceted relationship that has been explored in various fields, including psychology, organizational behavior, and education. Teamwork often requires individuals to communicate effectively with others, which can improve their interpersonal communication skills (Shuffler & Carter, 2018). This includes active listening, articulating thoughts clearly, and understanding non-verbal cues. Team settings often provide opportunities to take on leadership roles, enhancing skills such as decision-making, delegation, and motivation. Studies in organizational behavior indicate that effective teamwork can lead to better job satisfaction, lower stress levels, and improved job performance, which collectively contribute to personality development (Lacerenza et al., 2018).

A highly significant $\chi^2 = 4.247$ ($p = 0.000$) association was found; each member of a team contributes uniquely to personality development through their roles and interactions within the group. Here's how different aspects of team roles can influence and enhance personality development. A highly significant $\chi^2 = 4.132$ ($p = 0.000$) was found. Sharing ideas, responsibilities, and tasks within a team is crucial for both team success and individual personality development. This collaborative approach enhances creativity, communication, accountability, leadership, efficiency, and team cohesion. By engaging in these shared activities, team members grow personally and professionally, developing skills that are essential for their overall development and future success (Locke, 1999). A highly significant $\chi^2 = 5.455$ ($p = 0.000$) association was found. Teamwork is a cornerstone of effective and successful group dynamics, fostering a sense of belonging and camaraderie among team members. Teamwork promotes a sense of belonging and camaraderie, which is crucial for personality development. It nurtures essential social skills, emotional intelligence, responsibility, and a broader appreciation for diversity, all of which contribute to the growth of a well-rounded, confident, and capable individual. A highly significant $\chi^2 = 4.761$ ($p = 0.000$) association was found. Working together to achieve higher productivity is significant for personality development because it cultivates essential skills such as collaboration, goal orientation, time management, problem-solving, and accountability. It also boosts confidence, fosters continuous learning, enhances emotional resilience, and promotes strong interpersonal relationships. These aspects contribute to a well-rounded, capable, and adaptable personality. A highly significant $\chi^2 = 6.359$ ($p = 0.001$) association was found; differences in opinion and working styles within a team can indeed lead to conflicts, but navigating these conflicts is highly significant for personality development. It cultivates essential skills such as conflict resolution, empathy, flexibility, communication, critical thinking, patience, self-awareness, leadership, relationship-building, and inclusivity. These experiences contribute to a well-rounded, resilient, and adaptable personality. A highly significant $\chi^2 = 4.555$ ($p = 0.000$) association was found. Trust among team members is essential for successful collaboration and plays a highly significant role

in personality development. It enhances communication skills, builds confidence, encourages risk-taking and innovation, fosters accountability, provides emotional support, develops empathy and emotional intelligence, promotes inclusivity and respect, strengthens team cohesion, and enhances leadership abilities. These factors collectively contribute to the growth of a well-rounded, confident individual (Woods et al., 2017). A highly significant $\chi^2 = 6.413$ ($p = 0.000$) association was found; open and honest communication among team members is highly significant for effective teamwork as it ensures clarity, builds trust, aids in conflict resolution, enhances problem-solving and innovation, improves morale and engagement, fosters accountability, develops emotional intelligence, facilitates effective decision-making, promotes adaptability, and supports personal growth. These factors collectively contribute to a more cohesive, productive, and dynamic team environment and the development of individuals within the team (Feltz, 2007). Table III provides a detailed analysis of the association between teamwork and personality development of the sample population.

Table-III; Association between Teamwork and Personality Development

Team work	Attitude	Personality development			Total	Chi square (χ^2) P value
		High Personality Development	Moderate Personality Development	Low Personality development		
Each and every member of the team has a crucial role to perform.	Agree	160 (59.00)	86 (31.80)	25 (9.20)	27(100)	$\chi^2=4.247$ (P=0.000)
	Disagree	32 (55.20)	14 (24.10)	12(20.70)	58(100)	
	Don't know	2 (66.70)	1 (33.30)	0 (00.00)	3(100)	
Team includes sharing ideas, responsibilities and tasks.	Agree	175 (58.70)	85 (28.50)	38(12.80)	298(100)	$\chi^2= 4.132$ (P=0.000)
	Disagree	16 (53.30)	5 (16.70)	9 (30.30)	30(100)	
	Don't know	3 (75.00)	0 (00.00)	1 (25.00)	4(100)	
Teamwork promotes a sense of belonging and camaraderie among team members.	Agree	159 (57.90)	76 (27.60)	40 (14.50)	275(100)	$\chi^2= 5.455$ (P=0.000)
	Disagree	28(60.90)	11 (23.90)	7 (15.20)	46(100)	
	Don't know	10 (90.90)	1 (9.10)	0 (00.00)	11(100)	
Working together can often lead to higher productivity.	Agree	175 (55.60)	86 (27.30)	54 (17.10)	315(100)	$\chi^2= 4.761$ (P=0.000)
	Disagree	2 (13.30)	2 (13.30)	11 (73.40)	15(100)	
	Don't know	1 (50.00)	0 (0.00)	1 (50.00)	2(100)	
Differences in opinion and working styles cannot lead to conflicts within the team.	Agree	159 (96.40)	6 (3.40)	0 (00.00)	165(100)	$\chi^2= 6.359$ (P=0.001)
	Disagree	92 (62.40)	32 (21.30)	26 (17.30)	150(100)	
	Don't know	4 (23.50)	10 (58.80)	3 (17.70)	17(100)	
Trust among team members is essential for successful collaboration.	Agree	197 (61.60)	102 (31.80)	21 (6.60)	320(100.)	$\chi^2= 4.555$ (P=0.000)
	Disagree	4 (40.00)	3 (30.00)	3 (30.00)	10(100)	
	Don't know	2 (100)	0 (0.00)	0 (0.00)	2(100)	
Effective teamwork requires open and honest communication among team members.	Agree	190 (62.30)	90 (29.50)	25 (8.20)	305 (100.0)	$\chi^2= 6.413$ (P=0.000)
	Disagree	12 (46.20)	9 (34.60)	5 (19.20)	26 (100.0)	
	Don't know	1 (100.0)	0 (0.00)	0 (0.00)	1(001.0)	

Source Field Survey 2024

Conclusion

Sports are an integral part of human culture, transcending geographical boundaries and cultural differences, from ancient civilizations to modern societies. They have played a crucial role in shaping communities, fostering unity, and promoting physical well-being. Teamwork in sports provides a rich environment for personality development, offering numerous opportunities for individuals to grow and refine various traits and skills. Collaboration and teamwork, as the most important aspects of sportsmanship, open doors to a world of possibilities and empower individuals to achieve heights that may have previously seemed unattainable. Within a team, members bring unique skills and expertise

to the table. By engaging with teammates, individuals can tap into their knowledge, learn from their experiences, and develop new skills along the way. The current study was conducted on the Peshawar University campus. A total sample of 332 players was identified across the university and five major games. Data were collected from both male and female athletes. After the primary data collection, univariate and bivariate analyses were performed sequentially. The results show that the majority of respondents agreed with the statement that each team member plays a pivotal role in teamwork, with ideas and responsibilities being shared and discussed for better performance by all stakeholders. Furthermore, most respondents agreed that teamwork promotes a sense of unity ("we-feeling") and contributes to winning games. A significant portion of respondents also expressed that mutual collaboration and interest as team members are essential for accomplishing team tasks and achieving national goals. The bivariate analysis revealed a highly significant association between the individual roles of team members and their personality development. Additionally, strong associations were found between shared responsibilities, the promotion of unity, and the dependent variable of personality development. Overall, the associations between independent statements and the dependent variable of personality development were found to be highly significant.

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